

WALFORD NURSERY & PRIMARY SCHOOL



POLICY

for

SCHOOL UNIFORM

Reviewed: Summer 2025

Date for Review: Summer 2027

Aims

This policy aims to:

- set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents / carers;
- explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010;
- clarify the school's expectations for school uniform.

School's Legal Duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief and gender reassignment.

To avoid discrimination, our school will:

- avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender;
- make sure that our uniform costs the same for all pupils;
- allow all pupils to have long hair (though we reserve the right to ask for this to be tied back);
- allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable;
- allow pupils to request changes to swimwear for religious reasons;
- allow pupils to wear headscarves and other religious or cultural symbols;
- allow for adaptations to this policy on the grounds of equality by asking pupils or their parents / carers to get in touch with Louise George, Headteacher, who can answer questions about the policy and respond to any requests.

Limiting the Cost of School Uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric / colour / design) cannot be purchased from a wide range of retailers and that requiring many such items, limits parents' ability to 'shop around' for a low price.

At Walford, we will make sure our uniform:

- is available at a reasonable cost;
- provides the best value for money for parents / carers.

The school will do this by:

- carefully considering whether any items with distinctive characteristics are necessary;
- limiting any items with distinctive characteristics where possible;
- limiting items with distinctive characteristics to low-cost or long-lasting items;
- considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this does not compromise quality and durability;
- avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes;
- keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler;
- avoiding different uniform requirements for different year /class / house groups;
- avoiding different uniform requirements for extra-curricular activities;
- considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels;
- making sure that arrangements are in place for parents to acquire second-hand uniform items;
- avoiding frequent changes to uniform specifications and minimising the financial impact on parents / carers of any changes;
- consulting with parents / carers and pupils on any proposed significant changes to the Policy for School Uniform and carefully considering any complaints about the policy.

Expectations for School Uniform

Walford's School Uniform

The school has an agreed uniform which consists of the following:

School Uniform

Branded items, but not essential:

- green cardigan or jumper with school logo.

Generic and unbranded items:

- green cardigan or jumper;
- tartan / grey skirt or pinafore dress or smart grey trousers / shorts;
- white / green polo shirt;
- green gingham summer dress (warmer weather);

- grey or black socks or tights (no leggings);
- practical black shoes;
- waterproof coat.

PE Kit

Children will be asked to wear PE kit for the day, at least once or twice per week, depending on the sporting opportunities being offered and planned for.

PE kit should consist of the following:

generic and unbranded – available from a range of retailers:

- plain black shorts;
- black/navy tracksuit bottoms;
- white t-shirt;
- school jumper/cardigan, as detailed above;
- trainers.

Boys and girls with long hair must have their hair tied back for all physical activity and earrings must either be taken out or covered over with tape.

Swimming

- one-piece swimsuit for girls;
- trunks or swim shorts (above the knee only) for boys;
- swimming cap, if necessary;
- goggles (if required);
- towel.

Accessories

- All hair accessories should be plain, simple and in school colours – grey, dark green or hair-coloured.
- Only small, round stud earrings in silver or gold may be worn and must be removed or covered with tape for PE.
- An analogue watch may be worn (not a smart watch) and must be removed for PE.
- Children do not require a school bag, but may wish to use one to carry their water bottle, morning snack and lunch.
- Children should not bring personal items to school such as toys, stationery, pencil cases, etc.

Where School Uniform Can Be Purchased

Branded jumpers / cardigans and other items can be purchased from Club Sport (Hereford), Black Mountain (Ross-on-Wye) or School Trends Ltd. However, there is no requirement or need of any branded items.

All items of school uniform can be purchased from a range of retailers, including local supermarkets.

Periodically, the school arranges second-hand uniform sales.

Expectations for our School Community

Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days):

- on the school premises;
- travelling to and from school;
- during out-of-school events or on trips that are organised by the school, or where they are representing the school (if required).

Pupils are also expected to contact Louise George, Headteacher (admin@walford.hereford.sch.uk) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents / Carers

Parents / carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- clean;
- clearly labelled with the child's name;
- in good condition.

Parents / carers are also expected to contact Louise George, Headteacher (admin@walford.hereford.sch.uk) if they want to request an amendment to the uniform policy in relation to:

- their child's protected characteristics;
- the cost of the uniform.

Parents / carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner, using the school's Policy for Complaints.

Disputes about the cost of the school uniform will be:

- resolved locally;
- dealt with in accordance with our school's Policy for Complaints.

The school will work closely with parents / carers in order to arrive at a mutually acceptable outcome.

Staff

Staff will monitor pupils closely to make sure they are in the correct uniform. They will give any pupils and families breaching the Policy for School Uniform the opportunity to comply, but will follow up with the Headteacher if the situation does not improve.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this Policy for School Uniform, staff will take a mindful and considerate approach to resolving the situation.

Governors

The governing board will review this policy and make sure that it:

- is appropriate for our school's context;
- is implemented fairly across the school;
- takes into account the views of parents / carers and pupils;
- offers a uniform that is appropriate, practical and safe for all pupils.

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example, by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

Monitoring arrangements

This policy will be reviewed every two years by the Headteacher. At every review, it will be approved by the full governing body.

Links to other policies

This policy is linked to our:

- Policy for Behaviour, including anti-bullying
- Equality information and objectives statement
- Policy for Complaints

Policy revised: Summer 2025

Date for next review: Summer 2027

Date ratified by the Governing Body: 08/07/2025

Signed: _____

Chair of Governors