ST. ANDREW'S C. OF E. PRIMARY SCHOOL



School Uniform Policy

'Growing and Learning Together with God'

Approved by: Head Teacher		**Date:** June 2023
Last reviewed on:	September 2025	
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1. 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 and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

2. Our 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 age, sex, race, religion or belief, pregnancy and maternity, 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 or if they are experiencing discomfort related to their sex or gender
- Allow pupils to wear headscarves and/or other religious or cultural symbols
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Head Teacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. 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 (DfE) 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/carers' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible; for example, by not making it compulsory for jumpers with the school logo on to be worn
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't 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/carers 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 uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

Children in Years 1 to 6 Uniform

St. Andrew's navy-blue jumper or cardigan

Or

Plain navy jumper or cardigan (preferably v-neck)

Skirt, Pinafore, Trousers or shorts – grey.

Summer Dress - blue & white check or stripe

(Variations on this theme are acceptable such as gingham/checked playsuit or shorts suit, but please note playsuits are not ideal for children in EYFS as it can be challenging for them to manage these when going to the toilet)

Shirt – white cotton shirt (no polo shirts)

Socks or tights - white/grey/navy/black – plain, no patterns, bows or emblems

St Andrew's School Tie (KS1 elasticated, KS2 regular tie)

Hair ties or ribbons - blue, grey or white

Footwear – plain black (no logos or coloured-soles) sandals may be worn in summer (no flip-flops or slip-on shoes)

Coat

~~Art Overall (can be an old adult shirt)~~

Reception and Nursery Uniform

St. Andrew's polo shirt

Or

Plain white polo shirt

St. Andrew's navy blue jumper or cardigan

Or

Plain navy jumper or cardigan (preferably v-neck)

Socks or tights - white/grey/navy/black – plain, no patterns, bows or emblems

This is designed to be simpler and easier to wear for the younger pupils in the school. All other parts of the uniform on the bottom half are the same as above. Reception and Nursery children do not have to wear a tie.

Plain stud earrings ONLY are permitted. This is for health and safety. Children who wear any other earrings to school will be asked to remove them. Earrings must be removed for PE.

Rings, bracelets and necklaces are not part of the school uniform and are obvious hazards.

Pupils who wear jewellery to school will be asked to remove it.

Hair bands, grips and slides etc, should be in keeping with the uniform in colour and style.

Watches – to be analogue or digital. No smart watches

Nail varnish should not be worn in school

PE and Games Uniform

St. Andrew's T-shirts / White T-shirt

Navy blue or black shorts, skorts, leggings or jogging bottoms

Trainers

Pupils are permitted to bring in a change of socks if they wish

Children should also have a sweatshirt or tracksuit top and bottoms for the cooler weather. These should be plain black or navy blue.

Layers

In the cold weather, or for reasons of modesty, children are permitted to wear layers underneath their uniform, but these should not detract from the overall look of the uniform.

Leggings, tights or cycling shorts may be worn under skirts and dresses (but not jogging bottoms). These should be white, grey, navy or black.

4.2 Where to purchase it

Many of our uniform items can be purchased from High Street retailers and supermarkets.

PMG Schoolwear supply a range of branded items
https://pmgschoolwear.co.uk/advanced_search.php?skl_id=111908&pager=view_all

School ties are also available from the main school office

The Friends sell second-hand uniform at some school events

Hillingdon Salvation Army provide second hand uniform to families in financial crisis, by appointment only, by contacting Hillingdon@salvationarmy.org.uk

5. Expectations for our school community

5.1 Pupils

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

- On the school premises
- Travelling to and from school
- At 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 their class teacher in the first instance, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Parents and 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 the Head Teacher and if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform
- A medical need
- Specific religious grounds

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Head Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with our Behaviour Policy.

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

5.4 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.

6. Monitoring arrangements

This policy will be reviewed every 4 years by the school Admin staff. At every review, it will be approved by the Head Teacher.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

Appendix 1 – Uniform Leaflet

School Uniform

Children in Years 1 to 6 Uniform

St. Andrew's navy blue jumper or cardigan

Or

Plain navy jumper or cardigan (preferably v-neck)

Skirt, Pinafore, Trousers or shorts – dark grey

Summer Dress - blue & white check or stripe



Shirt – white

Socks or tights - white/grey/navy/black

St Andrew's School Tie (KS1 elasticated, KS2 regular tie)

Hair ties or ribbons - blue, grey or white

Footwear – plain black (no logos or coloured-soles) sandals may be worn in summer (no flip-flops or slip on shoes)

Reception and Nursery Uniform

St. Andrew's polo shirt

Or

Plain white polo shirt

St. Andrew's navy blue jumper or cardigan

Or

Plain navy jumper or cardigan (preferably v-neck)



Skirt, Pinafore, Trousers or shorts – dark grey

Reception and Nursery children do not have to wear a tie.

School Uniform

PE and Games Uniform



St. Andrew's T Shirts / White T-shirt

Navy blue or black shorts, skorts, leggings or jogging bottoms

Trainers

Pupils are permitted to bring in a change of socks if they wish

Children should also have a sweatshirt or tracksuit top and bottoms for the cooler weather. These should be plain black or navy blue.



Accessories

Rings, bracelets and necklaces are not part of the school uniform and are obvious hazards.

Pupils who wear jewellery to school will be asked to remove it.



Hair bands, grips and slides etc, should be in keeping with the uniform in colour and style.



Watches – to be analogue or digital. No smart watches.

Nail varnish should not be worn in school

Plain stud earrings ONLY are permitted. This is for health and safety. Children who wear any other earrings to school will be asked to remove them. Earrings must be removed for PE.