Himbleton CE Primary School and Nursery

Nurture, Nature, Knowledge:

Enabling inquisitive thinkers and inspired learners with kind hearts.

"Faith, Hope, Love…the greatest of these is Love." (Corinthians 13:13)

"So in everything, do unto others what you would have them do to you." (Matthew 7:12)

"Wise men and women are always learning, always listening for fresh insights." (Proverbs 18:15)

School Uniform Policy

2025 – 2026

September 2025

Contents

Aims

Legal Duties

Roles and Responsibilities

- Governing Body
- Headteacher
- Staff
- Parents and Carers
- Pupils

Cost Principles

Equality Principles

Complaints and Challenges

School Uniform Suppliers

Uniform Assistance

Pre-Loved Uniform

Non-Compliance

Himbleton CE Primary School and Nursery Uniform List

- School Colours
- Winter Uniform
- Summer Uniform
- PE Kit
- Coats and Outerwear
- School Bags
- Hairstyles
- Make Up
- Adverse Weather
- Labelling

Monitoring and Review of the Policy

Aims

Himbleton CE Primary School and Nursery believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

Our policy aims to set out how we achieve this and to clarify our expectations for school uniform.

Legal Duties

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, 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 a way that is appropriate for school and 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, gender or gender reassignment;
- Allow pupils to wear headscarves and/or other religious garments;
- 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 Headteacher who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

This policy also has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2025) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'

This policy operates in conjunction with the following school policies:

- Complaints' Procedures Policy
- Behaviour Policy
- Equality information and objectives statement
- Anti-bullying policy

Roles and Responsibilities

The governing board is responsible for:

- Establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values;
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status;
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform;
- Ensuring that the school's uniform is accessible and affordable;
- Demonstrating how best value for money has been achieved in the uniform policy;
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The Headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis;
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy;
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board;
- Ensuring that relevant exceptions and exemptions are made if required, e.g. for a pupil who has a broken arm and requires a loose-fitting top or for pupils with a specific SEND need.

Staff members are responsible for:

- Monitoring pupils' uniform and ensuring that pupils dress in accordance with this policy at all times;
- Addressing concerns with the parents of pupils who are in breach of this policy, referring this to the Headteacher if the situation doesn't improve;
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity;
- Where financial hardship has resulted in a pupil not complying with the uniform policy, take a mindful and considerate approach to resolving the situation.

Parents/carers are responsible for:

- Providing their children with the correct school uniform and PE kit as detailed in this policy;
- Contacting the Headteacher if they want to request an amendment to the policy in relation to:
  - their child's protected characteristics
  - the cost of uniform
  - their child requiring a more relaxed uniform policy for a period of time, including the reasons why
- Ensuring that their child's uniform is named, clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times whilst on school grounds, travelling to and from school and whilst taking part in out-of-school events or trips, including representing the school, unless the Headteacher has granted an exemption;
- Looking after their uniform as appropriate;
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost Principles

Himbleton CE Primary School and Nursery is committed to ensuring that its school uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents;
- Parents with multiple children who are, or will be in the future, pupils at the school;
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently;
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs;
- LAC and PLAC.

The school will also evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school ensures that there are no variations in school uniform for different groups of pupils, (with the exception of the Head Boy and Head Girl ties which are gifted to the pupils who hold these roles) to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

Our school has a duty to ensure that branded uniform items and those with a distinctive characteristic, such as skirts and dresses, are kept to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible, including notifying parents of the suppliers' discount scheme, and does not enter into cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school has recently consulted parents and carers regarding uniform and will not amend uniform requirements regularly, taking the views of parents and pupils into account when considering any changes to school uniforms.

Equality Principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School Uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Headteacher and governing board, and always in accordance with the school's Complaints' Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints' Procedures Policy.

To make a complaint, parents should refer to the Complaints' Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

School Uniform Suppliers

Our current school uniform suppliers are:

Ace Essentials
57 High Street
Droitwich Spa
Worcestershire
WR9 8EP

01905 772652 **info@ace-essentials.co.uk**

School Trends – www.schooltrends.co.uk

The governing board will ensure that a written contract is in place with the supplier for branded items.

The school will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy. The governing board will be able to demonstrate how uniform is procured at the best value for money. The Headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

The school will confirm the school uniform with the supplier annually by November at the latest. Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

Uniform Assistance

Parents of pupils who are eligible for the means-tested Pupil Premium funding (FSM) may request school uniform assistance and should discuss their need with the Headteacher in the first instance. In addition, the school's Friends of Himbleton provide pupils with their first branded book bag on entry to the school.

Pre-Loved Uniform

The Friends of Himbleton hold a range of pre-loved uniform which can be requested by emailing preloveduniform@himbleton.worcs.sch.uk or which is regularly offered for sale at second-hand sales for a small cost. Parents are encouraged to donate their child's uniform when they no longer need it.

Non-Compliance

Staff members are required to follow up concerns with parents, verbally in the first instance, regarding missing items of uniform and to seek a solution to resolve any issues.

If uniform items are repeatedly missing, or concerns regarding incorrect or missing uniform are not rectified, a more formal letter will be sent home to parents which details the missing or incorrect items and the steps which need to be taken to ensure that the correct uniform is worn.

Himbleton CE Primary School and Nursery Uniform List

School Colours

Our school colours are as follows:

- Red
- White
- Royal blue

Clothing

Himbleton CE Primary School and Nursery's uniform is as follows (In line with DfE guidance, the items underlined are those which are classified as 'branded uniform' or which have a distinctive characteristic which are limited to 3 statutory/required items):

Himbleton Winter Uniform (worn from October half term to Easter holidays)

- White formal style long or short sleeved shirt (not polo shirt)
- Royal blue jumper **OR** royal blue cardigan with school logo
- Elasticated red tie (Nursery to Year 4) – available to purchase from the school office
- Traditional self-tied tie (Year 5 and Year 6) – available to purchase from the school office
- Grey trousers (worn with grey socks)
- Stewart tartan pinafore dress (Nursery to Year 4) worn with red tights or white knee length socks (not over the knee socks)

- Stewart tartan skirt (Year 5 and Year 6) worn with red tights or white knee length socks (not over the knee socks)
- Black school type shoes

Himbleton Summer Uniform (worn from Easter holidays to October half term)

- Royal blue jumper **OR** royal blue cardigan with school logo
- Royal blue polo shirt with school logo
- Grey shorts (worn with grey socks)
- Red and white gingham dress (worn with white ankle or knee length socks, not tights)
- Black school type shoes
- Optional – school cap with logo (sun hat must be provided for all children) - available to purchase from the school office

Himbleton PE Kit

- Red crew neck t-shirt with school logo **OR** red crew neck t-shirt (no logo)
- *Summer* – plain navy shorts (jersey/jogger type fabric)
- *Winter* – plain navy joggers
- Red crew neck sweatshirt with school logo **OR** red crew neck sweatshirt (no logo)
- Navy blue socks
- Trainers

Hair accessories, such as slides, ribbons and hair bobbles should be simple in nature and ideally be in school colours. Nail varnish should be removed before school.
Where earrings are worn, these should be simple studs rather than hoops or dangly earrings. These should be removed on P.E. days.
Long hair should be tied back wherever possible.

Coats and outer-wear

Pupils must ensure that they have a waterproof coat in school in case of inclement weather. During the winter months (after October half term), all pupils must have a warm, waterproof coat in school. Coats may be any style or colour but should be named, practical and have no offensive slogans or logos.

School bags

Pupils must have either a school book bag, school rucsack or an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases are not permitted. The school will not be liable for lost or damaged school bags.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Hairstyles must be of a conventional nature with no tram-lines, shaved or brightly-coloured, dyed hair. Long hair should be tied back away from the face at all times using hair bands/slides in the school colours (black/grey/red/royal blue). Only small hairbands should be worn in the hair (no large adornments).

Makeup

Pupils are not permitted to wear makeup. This includes temporary tattoos, nail varnish or gel/acrylic nails. Pupils who have temporary tattoos or nail varnish will be asked to remove them and parents notified.

Adverse weather

All pupils are required to wear weather-appropriate clothing during adverse weather.

For hot temperatures, pupils will be encouraged/permitted to:

- Wear sunglasses with UV protection when outside, where possible.
- Wear a sun hat which covers the back of the neck and shades the face
- Remove jumpers and cardigans

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside (all of which must be clearly named)
- Vests or long sleeved t-shirts under school shirts

Labelling

All pupils' clothing and footwear must be clearly labelled with their name; labels can be ordered through the Stikins website which also generates funds for the school.

Any lost clothing is stored within classrooms or in the BMA room. Lost property is retained for a maximum of half a term and is disposed of or included in second hand sales if it is not collected within this time.

Monitoring and Review

This policy is reviewed every two years by the Chair of Governors and the Headteacher.

The scheduled review date for this policy is September 2026.