Uniform Policy
Harvington C of E First and Nursery School

Written by R.Enstone
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Governors Responsibility: All Governor Groups

Purpose: To comply with the DfE expectations regarding cost and expectations regarding school uniform

Statement of intent

Harvington C of E First and Nursery School 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.

For the purposes of this policy, **"uniform"** includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

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, is affordable, and provides the best value for money for both 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 a way that sets an appropriate tone for education.

This policy applies to children from Reception to Year 5. Uniform is optional for our Nursery children.

Legal framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Equal Opportunities Policy

Roles and responsibilities

The Governing Board is responsible for:

- Establishing, in consultation with the Headteacher, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because 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 in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The Headteacher is responsible for:

- Enforcing the school's uniform rules 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.
- Understanding that occasionally a pupil may need to breach the policy, e.g. if their shoes have just broken or they have a broken limb and need to wear something different for comfort.
- Approving financial assistance for disadvantaged families for the purchase of uniform.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Following up any concerns about a breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.
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Pupils are responsible for:

- Wearing the correct uniform at all times, 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.

School Uniform

Item	Required */Optional*	Branding	How to acquire
Navy sweatshirt or cardigan	Required	School logo (preferred)	The School Shop My clothing.com
		No branding	Regular retailers
White polo shirt	Required	School logo	The School Shop My clothing.com
		No branding	Regular retailers
Black/ grey trousers, shorts, pinafore or knee-length skirt	Required	No branding	Regular retailers
Blue and white checked cotton dress	Optional	No branding	Regular retailers
Plain black, grey or white socks or black/grey tights (not leggings)	Required	No branding	Regular retailers
Plain black shoes (not trainers, open toed or boots)	Required	No branding	Regular retailers
Navy full zip fleece	Optional	School logo	The School Shop My clothing.com
Navy reversible weatherproof fleece	Optional	School logo	The School Shop My clothing.com
PE kit			
Plain white T-shirt	Required	School logo	The School Shop My clothing.com
		No branding	Regular retailers
Plain Navy shorts	Required	No branding	The School Shop My clothing.com
			Regular retailers
Black trainers or pumps	Required	No branding	Regular retailers
Accessories			
Book bag	Optional	School logo	The School Shop My clothing.com
PE bag	Optional	School logo	The School Shop My clothing.com
Knitted hat	Optional	School logo	The School Shop
Baseball cap	Optional	School logo	The School Shop
Painting Overall – long sleeved	Required	No branding	Regular retailers
Sun hat in hot weather	Required	No branding	Regular retailers
Named water bottle	Required	No branding	Regular retailers

PE Kit

Parents are responsible for ensuring their child brings their PE kit to school at the start of each half term. This is to be stored in a small, lightweight bag to not cause clutter in the cloakroom and so pupils can easily access their kit. All kit must be named. PE kits will be sent home at the end of each half term to be washed.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted. Earrings must be able to be removed for PE.
- No bracelets or wristbands are allowed.
- A sensible wristwatch may be worn (but must not be a 'smart' watch capable of, for example, accessing the internet or taking photos/video)
- Wearable technology (e.g. a Fitbit) are not allowed.

Jewellery is the personal responsibility of the pupil and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during PE.

Bags

Pupils must use an appropriately-sized book bag to carry their books. These bags must be able to fit in the pupil's tray. Children do not need a rucksack or any other school bag unless children are having a packed lunch, they can then bring a suitable lunch box/bag.

Hairstyles and Headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school 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.

The following is expected:

- Long hair must be tied up at all times.
- Hair is not brightly-coloured with hair dye or spray.
- Excessive hair accessories are not used

Makeup and Cosmetics

The following are not permitted:

- Make up
- False nails and nail extensions
- Nail varnish
- Temporary tattoos

Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

Pupils will be advised not to wear any jumpers or cardigans during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.

- Warm jumpers that conform to the school's uniform policy.
- Trousers, or skirts and thick tights.

Labelling and Lost Property

All pupils' clothing and footwear should be clearly labelled with their name. We do not have lost property box as we expect all items to be named for easy return.

Cost Principles

The school will ensure 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 DfE's 'School Admissions Code', the Headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child and assistance will be provided to those suffering financial hardship.

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/carers
- 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

The school will 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 will keep branded uniform items to a minimal level that is reasonable for all members of the school community and share that alternative options are also acceptable (i.e. non branded). The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers (e.g. supermarkets) due to the item's logo, colour, design, fabric or other unique element. At present it is not a requirement to wear branded clothing. The school also invites parents to donate used, surplus uniform, which is made available in our pre-loved uniform shop or to support parents on request.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers. The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

Equality Principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

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

- Are known to be transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform (e.g. by requiring female pupils to buy both trousers and skirts).
- Not indirectly requiring pupils of a certain gender to buy additional uniform.
- Not holding pupils of different genders to different uniform standards (e.g. by banning certain hairstyles for only one gender).

The school will implement a gender-neutral uniform, meaning that pupils will not be 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 will be supported to access the uniform that best reflects their gender expression.

Religion and Belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin (natural Afro hairstyles).

- Not banning hairstyles worn because of cultural, family and social customs (e.g. cornrows).
- Not banning head coverings related to a pupil's culture or ethnic origin (e.g. African heritage head wraps).

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and Medical Conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils.

This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress (e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings).
- 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 will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

School Uniform Supplier

The school's current school uniform suppliers are:

The School Shop 26 High Street Evesham WR11 4HJ 01386 48833	myclothing,com (online site)	Uniformd (Harvington online second hand school shop) app.uniformd.co.uk/items/87

The governing board will ensure that a written contract is in place with the supplier for branded items. 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 will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform. Parents will order uniform online, directly from the supplier.

Non-Compliance

Staff will follow the Behaviour Policy if any pupil breaches the Uniform policy.

The Headteacher, or a person authorised by the Headteacher, will be permitted to ask parents to remedy breaches to the school's uniform as soon as possible.

Parents will be notified of pupils' breaches of school uniform in all cases.