



Wateringbury Church of
England Primary School

Uniform Policy

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Date	Summary of Changes

Learning, growing, achieving.....our journey together with God.

Our Vision and Values

Guided by our Christian values and nurturing culture, we aspire to enable everyone to grow green leaves to meet the challenges of our ever-changing world and to send out our roots to the wider community.

Every child is seen as a unique learner, loved by God and is equally valued and championed to grow and achieve their very best in all they do.

LOVE FORGIVENESS JOY RESILIENCE RESPECT COURAGE

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, 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 Debbie Johnson, headteacher, 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 need 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
- ◆ Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- ◆ Considering cheaper alternatives to school-branded items.
- ◆ 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 leveller.
- ◆ Avoiding different uniform requirements for different year/class/house groups
- ◆ Avoiding different uniform requirements for extra-curricular activities
- ◆ Considering alternative methods for signalling 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

Daily Items

- ◆ Navy blue sweatshirt jumper or cardigan*
- ◆ White polo shirt
- ◆ Dark grey tailored school trousers or shorts (not leggings, jeans or tight fit).
- ◆ Navy or dark grey skirt or pinafore dress
- ◆ Navy blue gingham summer dress or culotte playsuit (can be worn in terms 1, 5 and 6)
- ◆ Black school shoes (not trainers, boots or sandals).
- ◆ Navy book bag/backpack with school logo (Reception & Key Stage One)



*We ask that children have at least one school jumper/cardigan with the logo but 'spares' can be generic navy from the high street as long as it is navy and sweatshirt style.

PE Kit

- ◆ Yellow crew neck t-shirt (with school logo)
- ◆ Navy blue shorts or skort

- ◆ Navy blue tracksuit bottoms (unbranded) may be worn in the winter (optional)
- ◆ Plain navy (unbranded) zip up hoody (optional)
- ◆ Drawstring bag
- ◆ Black, navy or white trainers (as plain as possible)

[PE kit should be kept in school so that classes can do PE sessions on unplanned days too.]

Children will need an one-piece swimming costume (not bikini) or trunks, a towel and goggles for swimming (in Key Stage Two).



Outdoor Wear

- ◆ Waterproof coat with hood
- ◆ Sun hat in the summer
- ◆ Woolly hat and gloves in winter

Equipment that children must bring every day

- ◆ Children need a coat most days.
- ◆ Sun hat in hot weather.
- ◆ Named water bottle with spout or flip lid (to avoid spillages)
- ◆ SMALL bag if needed in Years 3-6 as corridor space is limited.

Forest School Wear (non-uniform)

Summer Kit List (please name everything!)

Socks

T shirt

Light long trousers (shorts are permitted in hot weather but be advised that there are nettles and brambles on site)

Trainers or walking boots/shoes

Light waterproof jacket in case of showers

Winter Kit List (please name everything!)

2 pairs socks

Vest or t shirt or skins top

Long sleeved top

Trousers

Tights, sports skins, long johns or leggings for underneath

Fleece /jumper

Warm waterproof coat or warm coat and waterproof coat over the top

Waterproof trousers/ sallopettes (or a waterproof all in one).

Wellies

Hat & Gloves

Compulsory branded items

- ◆ One school jumper or cardigan
- ◆ PE t-shirt
- ◆ Book bag or little rucksack for reception and KS1

Optional branded items

- ◆ Zip up fleece
- ◆ Drawstring PE bag
- ◆ Baseball hat
- ◆ Woollen hat
- ◆ Reversible or storm dry jacket
- ◆ Backpack (KS2)

Other Expectations

- ◆ All clothing (uniform or not) must be named
- ◆ Long hair (shoulder length or longer) must be tied up at school regardless of gender.
- ◆ Hair ties and hairbands should ideally be school colours and not too big (no large bows, etc).
- ◆ No jewellery to be worn to school apart from plain, small earring studs (not hoops). Children should be able to remove these for PE lessons (or not wear them to school for PE days).
- ◆ No toys are to be brought in from home.

4.2 Where to purchase it

Branded items are only available from Brigade's website (links on our school website). Only the branded items listed above are compulsory; other items bearing the school logo can be substituted with similar items.

Other items of uniform can be brought from Brigade, other online shops, high street stores or supermarkets.

Second hand uniform can be swapped/sold on the parent facebook page. The office also has a limited supply of second-hand uniform. Unclaimed lost property is made available at the end of term.

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 Debbie Johnson, headteacher, if they want to request an adaptation of 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 Debbie Johnson, headteacher, if they want to request an adaptation of 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.

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/carers 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 their parents/carers breaching the uniform policy the opportunity to comply (with a uniform slip), but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with our behaviour policy and treated as defiance.

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 annually by Debbie Johnson, headteacher and approved by the governing body.

7. Links to other policies

This policy is linked to our:

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