



St. Helen's Primary School

Uniform Policy

Reviewed: Autumn 2026
Next Review: Autumn 2027
Headteacher: Mr M. Newing
Chair of Governors Mrs R Creevy

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.

This policy is part of our pupil welfare and safeguarding system.

The members of Local Governing Body (LGB) of St. Helen's Primary School in consultation with pupils, parents and the wider community has determined that the wearing of school uniform is vital for pupil development and the conduct of St. Helen's Primary School, promoting our high expectations for all.

Principles of the Trust policy:

School uniform plays a valuable role in contributing to the ethos of a school and setting an appropriate tone. The wearing of uniform can:

- encourage identity and support for St. Helen's Primary School and instil a sense of pride.
- support positive behaviour management and discipline
- protect children when off site and make them easily identifiable to staff.
- ensure pupils of all races and backgrounds feel welcome.
- protect children from social pressures to dress in a particular way.
- nurture cohesion and promote good relations between different groups of pupils.
- support effective teaching and learning.

The members of the LGB of St. Helen's Primary have ensured that its school uniform policy is fair and reasonable. It has ensured that the uniform chosen is affordable and does not act as a barrier to parents when choosing a school. St. Helen's Primary School has regard to its obligations under the Human Rights Act 1998 and anti-discrimination legislation/legal duties under the Equality Act 2010.

Considerations in determining St. Helen's Primary School Policy:

The members of LGB will consider:

- the concerns of any groups about the proposed policy, and whether the proposed policy amounts to an interference with the right to manifest a religion or belief, and whether it is discriminatory. St. Helen's Primary School will weigh up the concerns of different groups and it might not be practical to accommodate fully the concerns of all groups.
- the timeframe for introducing a new uniform policy or amending an existing one. Factors will include the length of time before the pupil leaves St. Helen's Primary School and whether expensive items are frequently purchased second hand or passed on to siblings.
- a transitional period for phasing out the old uniform and introducing the new one.
- the cost and availability of non-standard sizes.
- the cost of including branded items and items in unusual colours/shades before insisting they must be worn, and continually reviewing the cost of these items.
- the support for families financially by providing a 'uniform swap-shop' that all parents/carers can access.
- the points made by respondents, and the decisions taken in weighing up competing points of view.

The LGB have agreed that under factors governed by Health and Safety the following should be enforced:

- St. Helen's Primary School has a right to expect that long hair can be safely tied back for work in learning activities such as cookery, technology, art, physical education and any other situations where a risk assessment deems it to be placing individuals at risk.
- No gel/nail extensions and hair extensions.
- St. Helen's Primary School consider it is reasonable to ban pupils from wearing jewellery as it considers that this poses a risk of injury. Jewellery linked to religious observance or devotion may be considered and a conversation will happen between school and parents/carers to determine outcome linked to ensuring Health and Safety is considered.
- The members of the LGB have considered that a suitable watch may be worn throughout the day but must be removed in learning activities where it is deemed to be a health and safety risk [such as cookery, physical education, technology, art and any other situations where a risk assessment seems it to be placing individuals at risk.] This must not incorporate any mobile technology where pupils/staff can be recorded, images taken.

- St. Helen's Primary School needs to be able to identify individual pupils to maintain good order and identify intruders easily and therefore aspects of uniform must, unless agreed by the Headteacher be worn for learning beyond the classroom.
- Teaching and learning: if a pupil's face is obscured for any reason, the teacher may not be able to judge their engagement with learning, and to secure their participation in discussions and practical activities, therefore this will not be acceptable.
- Protecting young people from external pressure to wear clothing they would not otherwise choose to adopt, protecting them from harassment, and from having to adopt dress codes associated with extreme or anti-social elements in the wider community, including styles and colours of clothing associated with gangs.
- Promoting a strong, cohesive, school identity that supports high standards and a sense of identity among pupils: if some children look very different to their peers, this can inhibit integration, equality and cohesion. The wearing of makeup is also not allowed.
- Promoting harmony between different groups represented in St. Helen's Primary School is essential.

The LGB will publicise the uniform policy on our school website.

Rules on wearing school uniform will be included in any information provided to parents/carers on starting school or transferring to St. Helen's.

The members of LGB will consider once the uniform/appearance policy has been agreed, any request that is made to vary the policy:

- to meet the needs of any individual pupil to accommodate their religion or belief
- to meet the needs of an individual pupil because of temporary or permanent medical conditions. For example, pupils with some skin conditions may be unable to wear specific fabrics, and pupils with foot or leg injuries may be unable to wear school shoes.

The members of LGB will cross-reference the school uniform/appearance policy against other relevant school/trust policies (such as the behaviour policy).

Cost of School uniform /Best Value will be a driving factor in decisions to appoint companies.

The members of the LGB have decided to source the logo uniform from a reputable company (which shall be reviewed every 3 years) ensuring best value for the parents at all times. Parents/carers have been made aware that there is no expectation for school logo items. The chosen uniform colours and items will allow parents/carers to choose cheaper items from a variety of sources such as local supermarkets etc. alongside accessibility to St. Helen's Primary School uniform swap-shop.

The LGB of St. Helen's Primary give high priority to cost considerations when designing any part of St. Helen's Primary School uniform, in accordance with the DFE guidance. The uniform company chosen is regulated and no profit is made by St. Helen's Primary School. The LGB of St. Helen's Primary will ensure that any major changes to the uniform or to an established policy will be consulted upon widely. As well as current pupils and parents/carers, prospective pupils and parents/carers will be included in any consultation, where possible. The Headteacher will consider any request, in confidence, from any parent for support with the purchase of school uniform.

The uniform may be ordered online through the provider or in person at stores. School office staff can support parents/carers with IT if needed.

Human Rights issues

The Human Rights Act 1998 protects the right to 'manifest one's religion or beliefs'. Various religions and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. Some religions require adherents to wear or carry specific religious artefacts, others may hold a belief that they should not cut their hair, and several religions require their followers to dress modestly, for example, by wearing loose fitting clothing, or covering their head.

It may be possible for many religious requirements to be met within our school uniform policy and St. Helen's Primary School will act reasonably in accommodating religious requirements and decide on every case at the time.

However, parents should note that the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion or belief at any time, in any place, or in any particular manner. Our school uniform policy that has the effect of restricting the freedom of pupils to manifest their religion may still be lawful, so long as this interference with pupils' rights is justified on grounds specified in the Human Rights Act. These include health, safety and the protection of the rights and freedoms of others. In fulfilling its obligations, the members of the LGB may have to balance the rights of individual pupils against the best interests of St. Helen's Primary School community. Where a school has good reason for restricting an individual's freedoms, for example, to ensure the effective delivery of teaching

and learning, the promotion of cohesion and good order in St. Helen's Primary School, the prevention of bullying, or genuine health and safety or security considerations, then the restriction of an individual's rights to manifest their religion or belief may be justified.

Equality and discrimination issues

In formulating a Uniform Policy, St. Helen's Primary School has considered its obligations not to discriminate unlawfully on the grounds of sex, race, disability, sexual orientation and religion or belief.

Race equality policy

St. Helen's Primary School has considered its uniform/appearance policy in the context of its Single Equality Duty (2010), its obligation to promote equality of opportunity between pupils of different racial groups; and the requirement to assess the impact of school policies on pupils drawn from different racial groups.

Non-compliance with a school's Uniform Policy

Where a pupil is not adhering to school uniform policy, St. Helen's Primary School should be considerate and discreetly try to establish why not. There may be good reasons why a pupil is not attending school in the correct uniform. For example, their uniform may have been lost, stolen or damaged. If a pupil is not wearing the correct uniform because their parents are in financial difficulties, St. Helen's should be sensitive to the needs of the pupil. St. Helen's Primary School will give parents/carers time to purchase the required items. A pupil should not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform and school may support.

We recognise that children need comfortable hard-wearing clothes for school, which are easy to wash. Our Governors, parents and children have opted for the following as being practical.

Year group	Uniform
2 Year Old Provision	Uniform is optional but if parents/carers wish to purchase uniform we suggest following Nursery/Reception expectations
Nursery & Reception Early Years	White polo t-shirt Red sweater or cardigan Grey trousers/shorts or grey skirt/pinafore Black shoes <i>Summer term only: optional red gingham summer dress</i>
Year 1 & Year 2 Key Stage 1	White polo t-shirt Red sweater or cardigan Grey trousers/shorts or checked pinafore/skirt or grey skirt/pinafore Black shoes <i>Summer term only: optional red gingham summer dress</i>
Year 3-Year 6 Key Stage 2	White polo t-shirt Red sweater or cardigan Grey trousers/shorts or checked pinafore/skirt or grey skirt/pinafore Black shoes <i>Summer term only: optional red gingham summer dress</i>

Photos of the uniform are available on St. Helen's Primary School website.

The Headteacher has the right to prohibit the wearing of certain types of clothing or particular items which are deemed on safety or other grounds, to be unsuitable for wear in school.

- Offensive logos or badges should not be worn on any clothing or on bags brought to school
- Sports badges/logos e.g. Adidas etc. may be worn on outdoor or sports clothing.

St. Helen's Primary School considers it is reasonable to ban children from wearing jewellery as it considers that this poses a risk of injury or has the potential to place a pupil at increased risk. Children are allowed to wear a sensible watch, which encourages them to learn to read the time. Smart watches capable of communication, photography, audio recording, internet access or video recording are not permitted. The wearing of any other jewellery is not allowed. We urge parents not to allow their children have their ears pierced during term time. However, if this does occur, parents must sign a consent form for the earrings to be worn during the healing period plastic earring retainers are not a safety precaution and, to be able to wear these in school, the earring consent form must be signed.

School P.E. Uniform

Indoor - black shorts/skirt and white T-shirt/ gym shoes / trainers must be worn for indoor PE.

Outdoor – a tracksuit preferably black may be worn over St. Helen's Primary School PE Kit in colder weather. Suitable footwear must be worn e.g. trainers.

On PE days, pupils should come to school with their PE kit in a suitable bag. Based on teacher assessments, any children, beyond Reception, who need additional support with this, school will work with parents and carers to ensure that the pupil receives additional/continued support.

It is essential that Reception children bring their PE clothes in a drawstring bag or small bag (no large rucksacks due to storage). All children are expected to join in the PE lesson. Exceptions are only made when a medical certificate or note is provided. PE kits can be brought into school at the beginning of the half term and be taken home as regularly as the parents wish. However, the PE kit must be taken home at the end of each half term.

Any variation of the above may be accommodated by prior discussion with the Headteacher, in relation to meeting individual needs through religious practices and special needs.

Personal Belongings

Your child is encouraged to take responsibility for their personal belongings. **Everything** your child brings into school i.e. bags, clothes, books, **shoes** - should be clearly marked with your child's name. If you forget to label a child's possessions then we reserve the right to write a child's name on their property, to avoid spending unnecessary time, sorting out personal belongings during valuable school time.

We operate a lost property system, which you are encouraged to call in and check.

Swap Shop

School provides a Swap Shop. The Swap Shop has 2 aims: to recycle, protect the environment and reduce waste and support families financially. The Swap Shop accessible at any time during school hours and is in the key stage 2 building. If you require any size that may not be displayed, please ask at St. Helen's Primary School office as we may have those within school. We ask parents to work in partnership with school to ensure the success of the swap-shop through donations as children grow out of their uniforms