Perryfields Enterprise Academy Trust

School Uniform Policy

Adapted From:	The Key model policy
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SUMMARY OF CHANGES – September 2026	
Section	**Detail**
	New Policy

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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 all 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, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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/SENDCO, 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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers
- We will do this by:
- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
    - 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- 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 uniform in line with the school's complaints policy
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

- Blazer (not compulsory)
- Maroon and gold clip-on tie (a designated tie is available for Year 6 pupils)
- Maroon jumper, fleece or cardigan (school logo optional)
- White collared shirt
- Grey trousers, shorts, skirt or pinafore
- Black, grey or white socks
- Black or grey tights (winter)
- White tights (summer)
- Pink and white checked dress in summer term - optional
- Maroon polo shirt (with school logo) in summer term - optional
- Head coverings worn for religious or cultural reasons such as hijabs, turbans or headscarves should be plain black, white, grey, pink or maroon and plain in design, without decorative items that could pose a risk of injury during sporting activities or outdoor play

Leggings are not permitted in day-to-day uniform. All items of clothing, bags and footwear must be labelled with the pupil's name. Some children may choose to wear shorts under their skirt or dress for modesty.

Expectations for shoes, bags and coats

- Black flat shoes (no trainers, open-toed sandals or high heels)
- A school bag or book bag (with or without logo). Rucksacks and books bags with the school logo can be purchased from the supplier but are not compulsory.
- A warm coat or jacket

Expectations for PE and swimming kit

PE kit:

- Plain white T-shirt (school logo optional)
- Black shorts
- Maroon or black tracksuit (outdoor PE/winter months)
- Trainers (for outdoor PE)
- Drawstring PE bag – NOT a sports bag

Pupils are expected to bring their PE kit to school on the first day of term and take it home on the last day of term to wash it ready for the following term.

Swimming kit (Year 5 only):

- Swimming costume (no bikinis or tankinis)
- Costumes that cover the body more fully (burkinis) may be worn for religious reasons.
- Swimming trunks; short like trunks are permitted only (no long or loose-fitting shorts)
- Bath sized towel
- Swimming cap

For health and safety reasons, the children are requested to wear swimming caps and ensure swimming costumes are fitted and not loose on the body. As in PE, jewellery should be removed.

Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010):

Jewellery:

For health and safety reasons and the potential risk of loss, the school discourages the wearing of any jewellery for pupils.

- The school will authorise the wearing of one small stud in each ear, a wrist watch (not smart watch) or any appropriate religious adornment, that does not compromise the health safety of pupils.
- For PE, all jewellery, religious adornments and watches must be removed. For Health and Safety, new piercings are not allowed to be covered with tape and therefore, we encourage that new piercings are done at the start of the Summer holidays.
- Staff will NOT assist any pupil in the removal, or replacement of jewellery prior to, or following, a physical education lesson or out of hours' activity.
- If pupils are unable to remove jewellery, they will not be permitted to take part in the lesson or activity, as they may endanger themselves and others. It is not acceptable for pupils to miss PE, as these form part of the National Curriculum.

Hairstyles:

- Hairstyles should be not be offensive, e.g., racist, homophobic, or promote ideologies and brands.
- Long hair should be tied up. This is to avoid health and safety risks and ensure that children's vision is not impeded.
- Large, excessive hair accessories should not be worn; however, small hair clips or plain headbands, (preferably black, white or maroon) are acceptable.
- Chemically dyed hair is not permitted.
- The Head Teacher will take each individual pupil's scenario into consideration. At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover their hair if they have hair loss / illness etc.

Make-Up:

- Children are not allowed to wear make-up including nail varnish, false nails and nail extensions.
- Pupils wearing make-up are required to remove it or, if appropriate, parents will be called to remove it at school.
- At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover heavy scarring/skin damage.

4.2 Where to purchase or acquire it

- Parents and carers can obtain the branded uniform, from a specific retailer, where the school negotiated the best value for money:

One Stop Schoolgear
Unit 1 Beehive Business Centre
Beehive Lane
Chelmsford
Essex
CM2 9TE
Tel: 01245 214084
www.onestopschoolgear.com

- Non-branded items can be bought more widely, e.g., from 'high-street' retailers.
- Second-hand uniform can be purchased from the school office and the office will also arrange second-hand uniform sales throughout the year.

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 Headteacher/SENDCO 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 Headteacher/SENDCO if they want to request an amendment to 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 in accordance with the school's complaints policy.

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 families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher/Assistant Headteachers.

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. This is in line with the statutory guidance.

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 3 years by the Headteacher. At every review, it will be approved by the Trust Board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement

- Anti-bullying policy
- Complaints policy
- Home School Agreement

Appendix 1 – School Uniform – Quick Guide

Perryfields Junior School
Uniform

Our school's uniform

- Blazer (not compulsory)
- Maroon and gold clip-on tie (a designated tie is available for Year 6 pupils)
- Maroon jumper, fleece or cardigan (school logo optional)
- White collared shirt
- Grey trousers, shorts, skirt or pinafore
- Black, grey or white socks
- Black or grey tights (winter)
- White tights (summer)
- Pink and white checked dress in summer term- optional
- Maroon polo shirt (with school logo) in summer term- optional
- Head coverings worn for religious or cultural reasons such as hijabs, turbans or headscarves should be plain black, white, grey, pink or maroon and plain in design, without decorative items that could pose a risk of injury during sporting activities or outdoor play

Leggings are not permitted in day-to-day uniform. All items of clothing, bags and footwear must be labelled with the pupil's name. Some children may choose to wear shorts under their skirt or dress for modesty.

Shoes, bags and coats

- Black flat shoes (no trainers, open-toed sandals or high heels)
- A school bag or book bag (with or without logo). Rucksacks and books bags with the school logo can be purchased from the supplier but are not compulsory.
- A warm coat or jacket

PE kit:

- Plain white t-shirt (school logo optional)
- Black shorts
- Maroon or black tracksuit (outdoor PE/winter months)
- Trainers
- Drawstring PE bag – NOT a sports bag

Pupils are expected to bring their PE kit to school on the first day of term and take it home on the last day of term to wash it ready for the following term. **See full policy for swimming kit requirements (Year 5 only)**

Jewellery	The school will authorise the wearing of one small stud in each ear, a wrist watch (not a smart watch) or any appropriate religious adornment, that does not compromise the health safety of pupils. For PE, all jewellery, religious adornments and watches must be removed.
Make Up	No make-up is allowed – this includes nail varnish and fake nails.
Hair	Long hair must be tied back simply and securely, and hair accessories should be kept to a minimum. No dyed or coloured hair and no extreme or offensive hairstyles.

PLEASE NAME ALL CLOTHING CLEARLY AND PERMANENTLY

Perryfields Junior School Uniform is available from:

One Stop Schoolgear, Unit 1 Beehive Business Centre, Beehive Lane, Chelmsford, Essex CM2 9TE

Telephone 01245 214084 - www.onestopschoolgear.com