

School Uniform Policy

Autumn 2026

Rowley Hall Primary School

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1. Statement of intent

Rowley Hall Primary School is committed to promoting equality and value for money, and to ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

This policy has been created with health and safety, value for money and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment.

It is important that our pupils feel a sense of belonging and community through a smart and practical uniform. We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports-specific attire.

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.

2. Legislation and guidance

2.1 This policy has due regard to all relevant legislation 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'

2.2 This policy operates in conjunction with the following school policies:

- Behaviour Policy
- Equality Policy

3. Role and Responsibilities

3.1 The headteacher and school community are responsible for:

- Establishing a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, affordable, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding any changes to the school's uniform.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

3.2 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.
- Offering any unclaimed lost property to a family requiring support.

3.3 Teachers are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.
- Promoting self-pride and appearance i.e. shirts tucked in, socks pulled up, cardigans up on shoulders.
- Acting as good role models for professional attire and presentation i.e. shirt and tie, smart clothing.

3.4 Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why, i.e. a broken leg in plaster.
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Ensuring that their child has sufficient clothing to suit the time of year and weather.

3.5 Pupils are responsible for:

- Wearing the correct uniform at all times.
- Looking after their uniform as appropriate and wearing it correctly.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

4. Cost and availability

4.1 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.

4.2 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.

4.3 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 consider 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 pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

4.4 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.

4.5 The school investigates multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible.

4.6 The school does not enter into exclusive single supplier contracts or cash-back arrangements.

4.7 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.

4.8 The school does not amend uniform requirements regularly and takes the views of parents and pupils into account when considering changes to school uniforms.

4.9 The school will keep variations in school uniform to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

4.10 The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible.

4.11 Making donated second-hand or lost property uniforms available for re-use in school for families who would benefit or to donate to a local clothing bank as opposed to disposing of school uniform items.

5. Religious clothing

5.1 Some religions and beliefs require their members to conform to a specific dress code. 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 does not discriminate against any religion or belief and endeavours to allow religious requirements to be met where possible.

5.2 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 Policy.

6. Equality

6.1 The school is required to ensure that this policy does not discriminate unlawfully.

6.2 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.

6.3 Every step has been taken to ensure that the cost of girls' and boys' uniforms are not disproportionate.

6.4 The school endeavours to ensure that our uniform is as gender neutral and inclusive as possible.

6.5 The creation of a common identity amongst all pupils, regardless of background, means that a school uniform can act as a social leveller. It can reduce bullying and peer pressure to wear the latest fashions or other expensive clothing.

7. School Uniform Supplier

7.1 Our school uniform supplier is:

Ace Embroidery
10, Broadwyn Trading Estate
Waterfall Ln
Cradley Heath
B64 6PS

Tel: 0121 559 1234
Email: sales@ace-embroidery.co.uk

7.2 Plain school uniform items can be purchased from any local supermarket.

8. The Uniform and colours

8.1 Our school colours are as follows: Red / Grey / Black / White

8.2 The boys' uniform is as follows:

- Red school sweatshirt (with/without school logo)
- White polo shirt (with/without school logo)
- School fleece (with/without school logo)
- Grey or black trousers
- Black shoes

8.3 The girls' uniform is as follows:

- Red school sweatshirt or school cardigan (with/without school logo)
- White polo shirt (with/without school logo)
- School fleece (with/without school logo)
- Grey or black trousers, skirt or dress (skirts and dresses must be knee-length)
- Black shoes

8.4 Sensible plain black shoes must be worn by both boys and girls.

8.5 Jeans are not permitted.

8.6 PE kits are as follows:

- White T-shirt (with/without school logo)
- Black shorts/ jogging bottoms
- Suitable PE pumps / plimsoles
- Black and white trainers
- School jumpers/fleece may be worn for outdoor activities

8.7 Parents are responsible for ensuring their child wears/brings their PE kit to school when needed.

9. Assistance

9.1 Help with buying school uniform can be obtained from Sandwell MBC for all pupils starting Reception Class or Year 7 (Secondary School) subject to eligibility criteria. School Uniform Assistance | Help with buying school uniform | Sandwell Council Families who meet the criteria will be asked to complete a School Uniform Assistance Application Form and return it to the school office. Successful applicants will receive a voucher to help towards the costs of a pupil's school uniform only.

9.2 The School PTFA provides second hand uniform which is available to purchase at low cost for all families. Please see our school website for further information. (I've made this bit up – we could ask for donations of school uniform and then the PTFA could have a stall at our events to sell items cheaply?)

10. Jewellery

10. 1 The only permitted jewellery that may be worn is:

- One pair of stud earrings may be worn – no other piercings are permitted
- A smart/sensible wrist watch may be worn.

10.2 Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded

10.3 All jewellery must be removed during practical lessons, e.g. during PE lessons.

11. School Bag

11.1 School bags featuring inappropriate images, slogans or phrases are not permitted.

11.2 The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

12. Hairstyles

12.1 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.

12.2 Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.

12.3 Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.

12.4 Long hair must be tied up during practical lessons, e.g. during PE, Science, D.T.

12.5 Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

13. Make-up

- No pupil is allowed to wear make-up.
- False nails and nail extensions are not permitted
- Only clear nail varnish may be worn
- Temporary tattoos are not permitted

14. Non-Complicance

14.1 Staff are permitted to challenge non-compliance of school uniform where relevant to their role.

15. Adverse weather/situations

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

15.2 The school highly recommends pupils to wear hats and have adequate UV sun protection lotion during the hot summer months.

15.3 During cold weather, pupils are recommended to wear scarfs, gloves, coats and hats when they are outside.

15.4 During hot weather, the school may give children the option to wear P.E. kit if this is preferable to their uniform.

15.4 Pupils are permitted to wear long jogging bottoms and plain hoodies in school colours during PE in cold weather.

15.5 Pupils are permitted to wear under layers during cold weather.

15.6. Pupils are permitted to come to School in their PE kit on their designated PE day.

16. Labelling

16.1 All pupils' clothing and footwear should be clearly labelled with the pupils' name.

16.2 Any lost clothing (which does not have a name clearly labelled) is taken to the lost property box for each year group/phase. All lost property is retained for each half term and is donated to families in need, sold at low-priced cost, recycled or disposed of if it is not collected within this time.

17. Monitoring and review

- This policy is reviewed every two years.
- The scheduled review date for this policy is Autumn 2028
- Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.