



Lisle Marsden Church of England Primary Academy

School Uniform Policy

Effective Date: September 2026
(adopted by Governors)

Review Date: September 2028

This procedure is non-contractual and can be amended by the academy at any time

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1. Aims

This policy aims to:

- Set out the academy's approach to requiring a uniform that is of reasonable cost and offers good 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 academy's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the academy via the school email, office@lma.nelcmail.co.uk for any queries or requests regarding the policy.

3. Limiting the cost of school uniform

Our academy has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' ability to 'shop around' for a low price. Therefore, in line with the guidance, branded uniform will be limited to three items i.e. the academy sweatshirt or cardigan, PE shirt and PE hoodie – these items are all optional except the PE shirt.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides good 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 for example, polo shirts with the school logo are optional
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Allowing cheaper alternatives to school-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 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 leveler
- Avoiding different uniform requirements for different years or classes
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items by holding pre-loved uniform sales twice a term. Items are also available on demand if requested at the main office.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents 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

- The wearing of school uniform is compulsory and strongly encouraged at all times. The school colour is Royal Blue and images of the academy uniform are available for parents to view on the website.
- Garments embroidered with the school logo can be purchased from Uniform Direct, available garments include sweatshirts, polo shirts, cardigans, PE shirts, outdoor PE hoodies and coats. Only the PE shirt is considered compulsory with all other items optional to purchase.
- Parents are asked to support the academy in purchasing practical, modest clothing for school. Plain dark grey/black trousers, skirts or dresses and non-branded items such as polo shirts or cardigans are acceptable to accompany the uniform. No denim items are permitted.
- There is a compulsory uniform for all indoor and outdoor PE activities. The kit, a navy-blue top with academy logo and navy shorts, are also available to purchase from Uniform Direct. This kit is worn all year round for both indoor and outdoor activities. An academy navy hoody and navy jogging bottoms can also be purchased from Uniform Direct to keep pupils warm in the winter, however other navy hoodies, shorts or joggers are also acceptable. Children should also be provided with a pair of trainers for outdoor games.
- Sensible and appropriate shoes are requested to accompany the school uniform. Careful consideration should be given when buying shoes for the youngest members of the academy, Velcro fastenings can increase their independence when changing footwear rather than having to tie laces etc.
- All children's clothes and shoes should be named to assist their return in the event of loss.
- The academy permits a pair of stud earrings and a watch. No rings, bracelets, necklaces or chains should be worn. Stud earrings and watches must be removed for PE lessons, for reasons of safety. Staff are not permitted to remove or replace earrings so it is essential that any child wearing them can both remove and replace them unaided.
- The academy recommends an appropriate bag to carry pupil's books to and from school. Durable and competitively priced book bags are available from Uniform Direct if desired. Shoe bags for PE gear are also available.
- A sun hat of your choice can be added to your child's uniform in the summer months. Sunglasses are not permitted to be worn in school.

4.2 Where to purchase it

- Embroidered garments and PE kit can be purchased from Uniform Direct
56 Victoria Street
Grimsby
DN31 1BL
or online using www.uniform-direct.com
- Generic uniform items, such as trousers, skirts, polo shirts etc. can be bought more widely from high-street retailers or supermarkets to maximise the choice and minimise the cost to parents.
- To help with sustainability, the academy gratefully accepts second-hand uniform from parents and this will be made available to purchase, at a significantly reduced cost, on a regular basis from the Reception Office. Dates of these second-hand uniform sales will be circulated to parents via the school communication systems and are also available on the website.

5. Expectations for our academy 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).

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
- Fitting for the child and comfortable to wear
- Clearly labelled with the child's name
- In good condition

Parents are requested to contact the Headteacher via the office email address at office@lma.nelcmail.co.uk 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 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 dealt with in accordance with the academy's complaints policy. The school will work closely with parents 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 Academy's Behaviour Policy.

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 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 and will endeavour to work with the supplier to minimise costs to parents and consider re-tendering when appropriate.

6. Monitoring arrangements

This policy will be reviewed biennially by the Headteacher. At every review, it will be approved by 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