



**THORPE**  
PRIMARY ACADEMY

One Community, Growing Together

# School Uniform Policy

## Version 1.0



# Contents

1. Policy Statement .....	2
2. Change Summary .....	2
3. Intent .....	2
4. Legal Framework.....	3
5. Roles and Responsibilities.....	4
6. Cost Principles .....	5
7. Equality Principles .....	6
8. Complaints and Challenges .....	7
9. Academy Uniform Supplier.....	8
10. Uniform Assistance .....	8
11. Non-compliance .....	8
12. Academy Uniform.....	8
13. Adverse Weather.....	13
14. Labelling and Lost Property.....	14
15. Version History.....	14

## 1. Policy Statement

- 1.1. At the heart of our mission is the belief that we are 'one community, growing together'. By fostering an environment that supports growth, we want to create pathways for social mobility. By providing the right tools, guidance, and opportunities, we enable each pupil to overcome barriers and reach their fullest potential.
- 1.2. We want our schools to not only places of learning but vibrant communities where every person feels they truly belong. Within this pupils, teachers, and support staff alike should feel they are developing and succeeding as part of our community. This success should be an achievable reality for all, irrespective of background or circumstance. It may be quite different for each of us, but the key is the feeling of pride in doing well and enjoyment of the journey.
- 1.3. We are committed to building inclusive environments where the uniqueness of every individual is celebrated.

## 2. Change Summary

- 2.1. This policy is in its first iteration in order to make clear the uniform expectations of our pupils to all stakeholders (parents, carers, staff, governors etc).
- 2.2. As the school transitions to a new logo and uniform in 2025-26, stock of previous uniform may be sold on the supplier's website. In terms of what is considered appropriate uniform, both previous uniform stock and new uniform stock are considered as both meeting the requirements of the school uniform policy, and as such, either can be worn by pupils during the academic year 2025-26.

## 3. Intent

- 3.1. Thorpe Primary Academy ("the Academy") believes that a consistent Academy uniform policy is vital to promote the ethos of the Academy and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.
- 3.2. For the purposes of this policy, "uniform" includes the following elements of pupils' appearance:
  - a) Clothing, including the Academy uniform itself, variations of the Academy uniform such as PE kits, and other clothing worn at the Academy, e.g. non-uniform.
  - b) Hairstyles and headwear.
  - c) Jewellery and other accessories.
  - d) Cosmetics such as makeup and nail polish.

- 3.3. This policy lays out the measures the Academy has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the Academy and pupils' families.
- 3.4. 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. Our Academy uniform policy aims to be consistent while also being practical, flexible and considerate to the needs of all pupils.
- 3.5. The Academy uniform policy applies to all pupils in Reception and through years 1 to 6.
- 3.6. Pupils in Nursery are permitted to wear their own clothes as long as these are suitable for the school environment and safe and appropriate for the activities the pupils will be doing (e.g. for sporting activities, water play, mud kitchens, etc).

## 4. Legal Framework

- 4.1. This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:
  - a) Human Rights Act 1998
  - b) Education and Inspections Act 2006
  - c) Equality Act 2010
  - d) Education Act 2011
  - e) The UK General Data Protection Regulation (UK GDPR)
  - f) Data Protection Act 2018
  - g) Education (Guidance about Costs of School Uniforms) Act 2021
  - h) DfE (2021) 'Cost of school uniforms'
  - i) DfE (2021) 'School Admissions Code'
  - j) DfE (2021) 'School uniforms'
  - k) Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'
- 4.2. This policy operates in conjunction with the following policies:
  - a) Trust Complaints Policy
  - b) Trust Behaviour Policy
  - c) Academy Behaviour Protocol

## 5. Roles and Responsibilities

5.1. The Headteacher is responsible for (which is monitored by the Academy Committee):

- a) Establishing a practical and smart Academy uniform that accurately reflects the Academy's vision and values.
- b) Ensuring that the Academy's uniform is accessible, inclusive, and does not disadvantage any student because of their protected characteristics or socio-economic status.
- c) Listening to the opinions and wishes of parents, pupils and the wider Academy community regarding changes to the Academy's uniform.
- d) Ensuring that the Academy's uniform is accessible and affordable.
- e) Demonstrating in this policy how best value for money has been achieved.
- f) Ensuring compliance with the DfE's 'Cost of Academy uniforms' guidance.
- g) Processing and approving all eligible Academy Uniform Assistance Application Forms.
- h) Enforcing the Academy's uniform rules on a day-to-day basis.
- i) Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- j) Listening to the opinions and wishes of the Academy community in regard to the Academy's uniform and making appropriate recommendations to the governing board.

5.2. Staff are responsible for:

- a) Ensuring that pupils dress in accordance with this policy at all times.
- b) Ensuring that pupils understand why having a consistent and practical Academy uniform is important, e.g. Academy identity.

5.3. Parents are responsible for:

- a) Providing their children with the correct Academy uniform as detailed in this policy.
- b) Informing the Headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- c) Ensuring that their child's uniform is clean, presentable and the correct size.

5.4. Pupils are responsible for:

- a) Wearing the correct uniform at all times, unless the headteacher has granted an exemption.

- b) Looking after their uniform as appropriate.
- c) Understanding and respecting why an Academy uniform is important to the Academy. E.g., Academy identity and community.

## 6. Cost Principles

- 6.1. The Academy will ensure that its Academy uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.
- 6.2. In accordance with the 'Academy Admissions Code', the headteacher will ensure that the Academy's uniform requirements do not discourage parents from applying for a place for their child.
- 6.3. The Academy will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the Academy uniform. When evaluating whether costs are reasonable and proportionate, the Academy will take into account the opinions and situations of:
  - a) Economically disadvantaged parents.
  - b) Parents with multiple children who are, or will be in the future, pupils at the Academy.
  - c) Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
  - d) Parents of pupils with protected characteristics that may impact their ability to access the uniform.
  - e) Child in care (CIC) and child previously in care (CPLIC).
- 6.4. The Academy will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, 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 the Academy in clean uniform every day.
- 6.5. The Academy will keep variations in Academy uniform for different groups of pupils, 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.
- 6.6. The Academy keeps branded uniform items to a minimal level that is reasonable for all members of the Academy community and does not insist on pupils wearing branded items.
- 6.7. The Academy will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that Academy uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.
- 6.8. The Academy will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

## 7. Equality Principles

- 7.1. The Academy takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the Academy will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access an Academy 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.
- 7.2. The Academy will ensure that parents and pupils are consulted over any changes to Academy uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:
  - a) Are transgender or non-binary.
  - b) Are of a religious or cultural background that has specific dress requirements.
  - c) Have SEND and/or sensory needs.
- 7.3. Parents' concerns and requests regarding Academy uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the Academy's Complaints Procedures Policy.
- 7.4. Information on how the Academy ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

### 7.5. Gender

To avoid disproportionately impacting pupils of a certain gender, the Academy will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- a) Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- b) Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- c) Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- d) Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The Academy will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'Academy uniform' section of this policy regardless of the legal sex recorded on the Academy's records.

### 7.6. Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the Academy 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 Academy's uniform policy.

The Academy will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

#### 7.7. Race

To avoid disproportionately impacting pupils of a certain race, the Academy will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- a) Not banning hairstyles related to a student's ethnic origin, e.g. natural Afro hairstyles.
- b) Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- c) Not banning head coverings related to a student's culture or ethnic origin, e.g. African heritage head wraps.

The Academy will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in Academies'.

#### 7.8. SEND and medical conditions

The Academy ensures its uniform policy is flexible and takes into account the needs of all pupils. This includes:

- a) Allowing variations to the standard uniform for pupils whose SEND, sensory needs or medical conditions may impact how they dress, e.g. pupils with sensory needs wearing non-branded t-shirts or pupils with hair loss-related conditions who wish to wear head coverings.

- 7.9. Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## 8. Complaints and Challenges

- 8.1. The Academy will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the Trust's Complaints Policy.
- 8.2. The Academy will refer individuals who wish to complain to the Complaints Policy and request that they follow the procedures outlined therein.
- 8.3. When a complaint is received, the Academy will work with the complainant to arrive at a mutually acceptable outcome.



## 9. Academy uniform supplier

- 9.1. The Academy's current Academy uniform can be purchased from [Total Clothing](#) (branded items) and any other clothing supplier, such a supermarket (non-branded items).

## 10. Uniform assistance

- 10.1. The Academy will support disadvantaged families in meeting the costs of uniforms. The budget for the Academy uniform assistance scheme will be derived from pupil premium funds.
- 10.2. Assistance will be provided for branded items only (jumpers, cardigans and polo shirts with logos).
- 10.3. The Academy will hold second-hand Academy uniforms for parents to access; access to these uniforms will be made available at 'New To You' events which are held throughout the year.
- 10.4. Parents will be invited to donate their child's uniform when they no longer need it.


## 11. Non-compliance



- 11.1. Staff will be permitted to ask pupils about Academy uniform when this is not in keeping with the Academy's uniform policy.
- 11.2. The class teacher (or members of SLT) may have a meeting / communicate with parents of pupils who are repeatedly not complying with the Academy uniform requirements and attempt to establish the reasons for the non-compliance and find a solution to enable all pupils to adhere to the Academy uniform policy.

## 12. Academy uniform


- 12.1. The Academy uniform is as follows. Please note that the uniform described is not gender specific.



Picture	Item	Optional or required?	Branding	How to acquire	Cost per branded item
<b>Academy Uniform</b>					
	<p>Navy Blue Jumper or Cardigan</p>	<p>Required</p>	<p>Yes, but unbranded is acceptable</p>	<p>Total Clothing or Supermarket</p>	<p>Jumper: £12.75 Cardigan: £14.00</p>
	<p>Grey Shorts, Trousers, Skirt or Pinafore Dress Or Blue &amp; White Gingham Dress</p>	<p>Required</p>	<p>No branding required</p>	<p>Supermarket</p>	<p>N/A</p>

	<p>White Polo Shirt Or White Shirt or Blouse</p>	<p>Required</p>	<p>Yes, but unbranded is acceptable</p>	<p>Total Clothing or Supermarket</p>	<p>Branded: £7.75</p>
	<p>Black, Grey or White Socks / Tights</p>	<p>Required</p>	<p>No branding required</p>	<p>Supermarket</p>	<p>N/A</p>
	<p>Black School Shoes</p>	<p>Required</p>	<p>No branding required</p>	<p>Supermarket</p>	<p>N/A</p>

PE Kit					
	<p>School Logo White T-Shirt</p> <p>Or</p> <p>Plain White T-Shirt</p>	<p>Required</p>	<p>Yes, but unbranded is acceptable</p>	<p>Total Clothing or Supermarket</p>	<p>£7.75</p>
	<p>Navy Blue Shorts or Joggers</p>	<p>Required</p>	<p>No branding required</p>	<p>Supermarket</p>	<p>N/A</p>
	<p>Navy Blue Sweatshirt</p>	<p>Required in colder months</p>	<p>No branding required</p>	<p>Supermarket</p>	<p>N/A</p>
	<p>Black or White Plain Trainers / Pumps / Plimsolls</p>	<p>Required</p>	<p>No branding required</p>	<p>Supermarket</p>	<p>N/A</p>

	PE Bag	Optional	Yes, but unbranded is acceptable	Total Clothing or Supermarket	£6.00
<b>Headwear</b>					
	Plain Navy Blue, Grey or White Headscarf	Optional	No branding required	Supermarket	N/A
<b>Other</b>					
	Book Bag	Optional	Yes, but unbranded is acceptable	Total Clothing	£8.50

The Academy will not consider high heels, or open toed / heeled shoes as suitable Academy shoes.

PE kits should not have any slogans or non-school related logos on them.

Parents are responsible for ensuring their child brings their PE kit to the Academy when needed.

## 12.2. Jewellery

The Academy rules on jewellery are as follows:

- a) One pair of stud earrings may be worn – no other piercings are permitted.
- b) A smart and sensible wrist watch may be worn. This should not be a ‘smart watch’ (i.e. it should not connect to any system that allows it make phone calls, text messages or access to the internet).
- c) Any jewellery that is deemed a part of religious observance, but this must be worn safely and tucked into clothing (e.g. necklaces with a cross).

No other jewellery should be worn and student may be asked to remove jewellery to ensure they and others are kept safe.

Pupils will be advised that any jewellery brought into Academy is their personal responsibility and not that of the Academy. Lost or damaged items will not be refunded.

All jewellery must be removed during practical lessons such as PE lessons.

### 12.3. Hairstyles and headwear

The Academy reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the Academy environment; however, the Academy will ensure that any such judgements do not discriminate against any student by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the Trust's Complaints Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE and cooking lessons.

### 12.4. Makeup and cosmetics

The Academy rules on makeup and cosmetics are as follows:

- a) No make-up should be worn to the Academy.
- b) False nails and nail extensions are not permitted.
- c) Temporary tattoos are not permitted.

## 13. Adverse weather

13.1. All pupils are be advised to wear weather-appropriate clothing.

13.2. For hot temperatures, this includes wearing:

- a) Sun lotion when outside.
- b) A hat when outside.

Pupils will be advised not to wear any jumpers during heatwaves.

13.3. For cold temperatures, this includes wearing:

- a) Scarfs, gloves, coats and hats when outside.
- b) Warm jumpers.
- c) Trousers, or skirts and thick tights.

## 14. Labelling and lost property

- 14.1. Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group. The school will also label any non-named uniform. Parents can request via email to the school office if they do not want their child's uniform items named by the school.
- 14.2. Any lost clothing will be taken to the lost property box outside the classrooms. All lost property will be retained for one term and will be disposed of if it is not collected within this time.

## 15. Version History

VERSION	ACTION	RESPONSIBLE	DATE
1.0	Create School Uniform Policy	Headteacher	July 2025

