HAYNES LOWER SCHOOL AND NURSERY

Uniform Policy

Policy Review:

This Policy will be reviewed every 3 years.

Reviewed	**May 2026**
Next Review	**May 2029**

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Statement of intent

Haynes Lower School & Nursery believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The Governing Board is responsible for:

- Establishing, in consultation with the Head Teacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform
- Ensuring that the school's uniform is accessible and affordable
- Demonstrating how best value for money has been achieved in the uniform policy
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance

The Head Teacher is responsible for:

- Enforcing the school's uniform 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 and making appropriate recommendations to the Governing Board

Staff members 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

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy
- Informing the Head Teacher if their child requires a more relaxed uniform policy for a period of time, including why
- Ensuring that their child's uniform is clean, presentable and the correct size

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Head Teacher has granted an exemption
- Looking after their uniform as appropriate
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community

3. Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Head Teacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

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 take into account 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 younger children, as they are likely to grow quickly and require new sets of uniform more frequently
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs
- Looked After and Post-Looked After Children

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.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics.

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.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

4. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Head Teacher, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, 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.

5. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. School uniform supplier

Our current school uniform supplier is:

Bee Promoted Ltd
Hammerhill Farm
Hammerhill
Haynes

Bedford
MK45 3BH

Telephone: 01234 381440

Website: www.bee-promoted.co.uk

7. Uniform assistance

To qualify for school uniform assistance, parents should be eligible for the Pupil Premium Grant (PPG). Eligibility for the PPG is notified to the school by the local authority.

Once a child is confirmed as eligible for PPG, they are allocated £100 each academic year towards uniform purchases or to contribute towards school trips (non-residential).

If a family wish to use any of the £100 allocation for uniform, the invoice should be provided to the school office, who will then arrange a reimbursement.

The Parent Teacher Association runs a 'Pre-Loved' school uniform shop. Parents can contact the PTA at any to enquire about uniform by emailing pta@hayneslowerschool.co.uk Parents are invited to donate their child's uniform when they no longer need it.

8. School uniform

Clothing

The school uniform is as follows:

School Uniform	PE Kit
Haynes Logo Green Cardigan or Jumper *	Haynes Logo PE Hoodie *
White shirt or blouse	
White polo shirt *(this can be plain or have the school logo)*	Haynes Logo PE T-shirt
Haynes Tie *(if wearing a shirt)*	Haynes Logo Skort or Shorts *
Grey Skirt or Pinafore	Black Tracksuit Bottoms
Grey Tailored Shorts or Trousers	Black or Navy Trainers *(as plain as possible, but a little colour is acceptable)*
White, grey or black socks	
Grey or green tights	
Green and white checked summer dress	
Black shoes (closed toes – no sandals)	

***** These **must** be Haynes logoed items, available from Bee-Promoted. All other items can be sourced from other suppliers.

Trainers are not considered suitable footwear. High heels are not permitted; however, block heels of no more than 2cm can be worn.

Boots may be worn during period of inclement weather, but they must be plain black with a flat heel, and children must be able to sit comfortably in them both at their desk and for carpet time. Boots above the knee are not permitted.

Skirts must be knee-length. Black jeans are not permitted.

Earrings

For health and safety reasons, earrings are strong discouraged in school. If parents opt for their child to wear earrings, they must be small studs.

Children who are participating in PE, swimming, sports clubs and/or physical activities must not wear earrings. This is due to the potential risk of injury, earrings being lost/stolen and the spread of infections. It is therefore recommended that children do not come to school wearing earrings on these days. Children will be asked to remove earrings and to store them themselves. Staff will not be responsible for the removal, insertion, or storage of earrings. If children are unable to remove their earrings, they will need to tape them to safeguard from injury.

Make Up & Cosmetics

Make up and cosmetics are not considered appropriate or consistent with our school uniform and safeguarding requirements and should not be worn to school unless for an out of school hours function such as a school disco.

Hair

Hair that is shoulder length or longer must always be tied back everyday. . Hair accessories must be understated: hairbands must be plain, not create distractions nor add to a child's height, e.g. children sitting behind 'Jojo' bows are prevented from seeing the board and hairbands with ears or pompoms will be considered a distraction.

Extreme hairstyles are not appropriate for school. The use of styling products should be kept to a minimum and children should not have decorative patterns cut into their hair. Children are not permitted to have coloured or dyed hair, unless specified as allowed for a charity/fundraising event.

Accessories & Jewellery

Children may not wear jewellery, head scarves or other adornments, unless there is a requirement for religious, medical or safety purposes. Toy jewellery is not to be worn.

Children may wear a watch, as long as it does not prove a distraction to them. 'Smart' watches are not allowed.

9. Mufti Days

Occasionally during the school year, children are permitted to wear their own clothing in exchange for bringing in items for school fairs or a contribution to school funds. The clothing should be suitable for school activities, including footwear – no cropped tops, miniskirts or high heeled/open-toed/sling back shoes.

10.Adverse weather

All pupils are required to wear weather-appropriate clothing during periods of adverse weather.

For hot temperatures, this includes wearing loose-fitting and lightweight shirts and dresses and sunglasses with UV protection when outside, where possible. If it is deemed appropriate, the school will advise parents if children can wear their PE kit during hot weather.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

11.Labelling

All pupils' clothing and footwear should be clearly labelled with their name. This is especially important as uniform items look very similar and can easily be confused for another child's. The School does not accept any responsibility for lost items.

Parents should check clothing regularly as labels can fall off and writing can fade.

Any unnamed lost clothing is be taken to the lost property box. Items in lost property will be made available to parents to check at least once a term. At the end of these opportunities, any unclaimed unnamed lost property will be disposed of.

12.Non-compliance

If we notice that a child is consistently not wearing clothing that complies with the school policy, the Head Teacher will speak to the family to assess if they may qualify for the Pupil Premium Grant and if they explored sourcing Pre-Loved uniform from the PTA.

Should the child continue to wear non-uniform items to school, the school will change the child into uniform from stocks held by the PTA.

13.Monitoring and review

This policy is reviewed every 3 years, or earlier if required, by the Head Teacher and ratified by the Governing Body.