



**THE STICKNEY & NEW LEAKE
PRIMARY SCHOOLS FEDERATION**



Uniform Policy

This policy will be reviewed **annually**, or earlier if required by legislation or new DfE guidance and presented to the Full Governing Board for adoption.

Ratified By: **Full Governing Board**

Date Ratified: November 2025

Next Review Due: November 2026

Stickney Vision

At Stickney our Christian vision shapes all we do. Our inclusive church school aims to fulfil the potential of all. We work together to open minds and broaden horizons from the foundation of our shared Christian values. We pursue excellence through our inspiring and creative learning environment and we empower every member of our community to seek positive transformation in the world.

New Leake Vision

Our inclusive school aims to fulfil the potential of all. We work together to open minds and broaden horizons from the foundation of our shared values. We pursue excellence through our inspiring and creative learning environment and we empower every member of our community to seek positive transformation in the world.

Contents:

Statement of intent

1. [Legal framework](#)
2. [Roles and responsibilities](#)
3. [Cost principles](#)
4. [Branded items](#)
5. [Equality principles](#)
6. [Complaints and challenges](#)
7. [School uniform supplier](#)
8. [Finding and consulting suppliers](#)
9. [Template documents](#)
10. [Uniform assistance](#)
11. [Non-compliance](#)
12. [School uniform](#)
13. [Adverse weather](#)
14. [Labelling and lost property](#)
15. [Monitoring and review](#)

Statement of intent

The Stickney and New Leake Primary Schools Federation believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, **“uniform”** includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

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, is affordable, and provides the best value for money for both 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 a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. Legal framework

This policy has due regard to all relevant legislation and statutory guidance 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 'Cost of school uniforms'
- DfE 'School Admissions Code'
- DfE 'Developing school uniform policy'
- Equality and Human Rights Commission 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the Executive Headteacher 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, inclusive, and does not disadvantage any pupil because 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 appropriate, practical, accessible and affordable for all pupils.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The Executive Headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this 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.
- Providing pupils with an exemption or amendment letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff 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 Executive Headteacher if their child requires an amendment or an exemption to the uniform rules , with a reason why e.g. due to their child's protected characteristic, due to the cost of the uniform.
- 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 Executive Headteacher has granted an exemption or an amendment.
- 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 will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The use of branded uniform items will be minimised in accordance with the branded items section of this policy.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second hand uniforms and when they will be available to be purchased will be published on the school's website.

Principles in practice

In accordance with the 'School Admissions Code', the Executive Headteacher will ensure that the school's uniform requirements do 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.
- LAC and PLAC.

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 or where spare items are likely or be needed.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, 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.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

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

The above consideration to cost will also apply to the school's PE kit, as no pupil should feel unable to fully participate in PE or represent their class or the school because the PE kit is too expensive.

4. Branded items

As of September 2026, the school will limit its branded items of uniform and PE kit to three or fewer.

The school will confirm with parents and pupils which branded uniforms will be compulsory within the above limit and the specification of other optional branded items. All branded items, whether compulsory or optional, will be kept to a minimum and generic alternatives will be permitted.

Parents will be informed of any requirements for generic alternatives of non-branded uniform, e.g. the colour, shade, fabric or fit, so that these items can be purchased appropriately.

A branded item will be deemed compulsory if a pupil is required to have or wear the item:

- For general use at the school.
- To travel to or from the school.

- To take part in any lesson, club or activity facilitated by the school.

The limit on branded items will apply to any branded bags, and any items required only at particular times of the year, e.g. summer uniform.

Where pupils are able to choose between different branded items, e.g. being able to choose between wearing a branded skirt or branded trousers, this will only count as one item as the pupil is only required to have one of those items.

Different branded uniforms may be adopted for different key stages; however, the school will consider cost implications for parents in doing so.

When making decisions about compulsory branded items, the school will consider how it can maintain the benefits of a branded item while also keeping costs low. This may involve using sew-on or iron-on labels or limited branded items to longer-lasting items such as ties, rather than items that need to be purchased more frequently or in larger quantities, e.g. shirts.

Sew-on or iron-on logos applied to uniform items will be considered branded items and included within the school's prescribed limit of compulsory branded items.

Generic unbranded items worn by pupils will still need meet the requirements of this policy and should be fit for purpose.

For sporting activities and competitions, pupils will not be required to wear branded items to take part in an activity, unless these items count towards the limit on branded items. The school may give out free additional branded items for sporting competitions and events.

If a pupil is unable to wear a loaned branded item, e.g. for a medical or health reason, the school will allow them to wear a suitable alternative.

5. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, 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.

The relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Executive Headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

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

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- 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.

- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school 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 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils will be supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

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 will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school policies are not compromised, such as school safety or discipline.

Race

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

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

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

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

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.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

6. Complaints and challenges

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

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

7. School uniform supplier

The school's current school uniform supplier is:

- Nationwide School Uniforms
- Vale Road, Spilsby Lincolnshire PE23 5HE
- 01790 754522
- Email: info@nsuniforms.co.uk
- Website: <https://www.nationwideschooluniforms.co.uk/>

The Executive Headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

8. Finding and consulting suppliers

If the school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body, e.g. Schoolwear Association
- Researching local suppliers
- Consulting with other schools and networks
- Having informal discussions with potential suppliers to help determine the school's own needs

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need
- Existing contractual commitments
- Length of tender process
- The school's evaluation process

9. Template documents

Schools will use the DfE's 'Procuring uniform supplies' template documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.

Schools will use the invitation to tender template to ask questions of suppliers. Schools will then use the pricing schedule to ask suppliers to submit their prices. Full instructions on how to use the templates are included in each of the documents.

10. Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms.. The budget for the school uniform assistance scheme will be derived from pupil premium funds.

For parents to claim school uniform assistance, their children should be eligible for [FSM](#). Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Families who meet the criteria will be asked to write a letter of request for the school governors to consider.

Information on accessing second-hand school uniforms will be made available on the school website.

Parents will be invited to donate their child's uniform when they no longer need it.

11. School uniform

Clothing

The school uniform is as follows:

New Leake

Navy sweatshirt/cardigan

Sky blue or white polo shirt

Navy, black or grey shorts

Stickney Church of England Primary School

Royal Blue sweatshirt/cardigan

White polo shirt

Grey shorts

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
sweatshirt	Required	Optional school logo on right-hand side	Branded sweatshirt available from school supplier or second-hand from school office. Plain Sweatshirts can be bought from regular retailers.	£9.50
cardigan	Required	Optional school logo on right-hand side	Branded cardigan available from school supplier or second-hand from	£10.50

			school office. Plain cardigan can be bought from regular retailers.	
White polo shirt	Required	Optional School logo on right-hand side	Available from school supplier, second-hand from school office, and from regular retailers	£6.30
Dark Royal blue school fleece	Optional	School logo on right-hand side	Available from school supplier and second-hand from school office	£13.00
Dark Royal blue Mistral Jacket	Optional	School logo on right-hand side	Available from school supplier and second-hand from school office	£13.00
White socks or black tights	Required	No branding	Available from regular retailers	N/A
Grey or black trousers or knee-length grey skirt or Pinafore Dress	Required	No branding	Available from school supplier, second-hand from school office, and from regular retailers	£10.50 (trousers) £12.50 (Skirt)
Sensible, plain black shoes/boots	Required	No branding	Available from regular retailers	N/A
Summer Wear				

Blue and white gingham dress	optional	No branding	Available from regular retailers	N/A
Plain shorts	optional	No branding	Available from regular retailers	N/A
PE kit				
Plain white t-shirt	Required	Optional school logo on right-hand side	Available from school supplier	£5.00
Plain shorts	Required	Optional school logo on right-hand side	Available from school supplier	£3.00
Fit-for-purpose footwear	Required	No branding	Available from regular retailers	N/A

Jeans will not be permitted.

The school will not consider trainers or high heels suitable school shoes.

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

Jewellery

On health and safety grounds we do not allow children to wear jewellery in school. The exception to this rule is one set of plain ear studs in the lobes of pierced ears. As a school we are not able to remove your child's studs, this means that if your child is not able to remove their own studs these must be removed before the child comes to school on any day that your child is due to take part in physical activity. If the earrings are unable to be removed the child will not be allowed to take part to prevent them from causing injury. Children are allowed to wear watches, but we are not able to accept responsibility for breakage or loss.

Hairstyles and headwear

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. 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 school's Complaints Procedures 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, cookery.

Headscarves/Hijab may be worn for religious reasons but must be in school colours.

Makeup and cosmetics

Makeup is not permitted.

12. Adverse weather

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

For hot temperatures, pupils will be advised not to wear any sweatshirts or cardigans during heatwaves.

For cold temperatures, pupils will be advised to wear

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

13. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to lost property. All lost property will be retained for one term and will be disposed of if it is not collected within this time.

14. Monitoring and review

This policy will be reviewed annually by the chair of governors and the Executive Headteacher.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.