

At Lobley Hill Primary School we aim to ‘Be the best that we can be’ through being curious, adventurous and respectful in order to achieve personal excellence.



Lobley Hill Primary School

School uniform policy

Approved by:	Governing Body	Date:
Last reviewed on:	June 2025	
Next review due by:	June 2025	

1. Aims

This policy aims to:

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

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

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

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Selling at cost and making no profit from any sales.
- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible.
- Considering 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities. School will provide the school PE kit for events.
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

- Black plain school shoes (no colour or embellishments). Velcro fasteners are helpful for Early Years.
- Black or grey trousers or school shorts, skirts or pinafore dresses (no leggings, jeans, cycling shorts or sports trousers including jogging bottoms). Pull-on styles are easiest for Early Years.
- Sky blue polo tops (with or without the school logo)
- Royal blue cardigans or jumpers (with or without the school logo)
- Black, white or grey socks or tights

PE KIT consists of:

- Plain white t-shirt/polo-shirt (with or without the school logo – NO BRANDS)
- Plain navy/black sweatshirt or hoodie (with or without the school logo – NO BRANDS)

- Navy/royal blue or black plain shorts (with or without the school logo – NO BRANDS)
- Navy/royal blue or black tracksuit bottoms (with or without the school logo – NO BRANDS)
- Black trainers/sandshoes (If plain black trainers are worn for school, these can be worn for PE)

PE Changing Rationale:

As part of our commitment to developing pupils' independence and personal responsibility, we are focusing on helping children master the important life skill of changing into their PE kit within school. This helps with their independence by managing their own belongings and their fine motor skills by dealing with zips, buttons and laces.

Changing into their PE kits prior to the lesson also helps in the preparation for adulthood, residential and secondary school. In line with stages of development children change in different places.

- KS1 (Year 1 and Year 2) children change in their classroom.
- Lower KS2 children (Year 3 and Year 4) change in single sex spaces within the classroom
- Upper KS2 children (Year 5 and Year 6) change in single sex spaces outside the classroom.

Jewellery:

- We promote children's physical development throughout our curriculum and as such we have taken the decision to not allow earrings in school at all. This includes retainers. Any child arriving in school with earrings will be asked to remove them immediately. At the discretion of the Headteacher, if children have had their ears pierced over the summer holidays and they have not healed, they will be permitted to wear earrings until the October half term. Parents must however cover these for school and the children will not be permitted to take part in PE or swimming lessons.
- No jewellery is permitted with the exception of religious bracelets.
- Children are not allowed to wear smart watches in school. A Fitbit or similar gadget that counts steps may be worn, but any smart watch/device that is able to send/receive calls or messages or take photographs is treated the same as mobile phones and are not allowed to be used on site. However, if such becomes a distraction the class teacher may ask the child to remove it.

4.2 Where to purchase it

- All items of school wear can be purchased from any high street store or supermarket.
- Cardigans, jumpers, bags and coats with the school logo can be purchased through Logos Unlimited who are situated in Swalwell. This change will help parents/carers to save delivery costs and give the opportunity to check on sizes and view all items available.
- If any parent/carers is struggling financially, school will be able to help out with second-hand uniform which has been donated to school. We also set up tables of uniform at all events.
- School has been working with Gateshead West Preloved Uniform Scheme who run a 'pay as you feel' market every month: Second Saturday 10-11.30am and last Monday 6-7pm @ 1st Ryton Scout Hut, NE40 3AU (next to Ryton Rugby Club). They can be contacted on:

www.facebook.com/gatesheadwestprelovedschooluniform or
www.gatesheadprelovedschooluniform.com

5. Expectations for our school 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)

Parents are expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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
- Clearly labelled with the child's name – if no names are present, lost uniform may not be returned.
- In good condition

Parents/carers are also expected to contact the School Business Manager 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/carers 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:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents/carers 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 Headteacher in accordance with our 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 Body 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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The Governing Body will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by the School Business Manager. At every review, it will be approved by the Full Governing body.