

# Benjamin Adlard Primary School

## School uniform policy



<b>Approved by:</b>	Luke Lovelidge	<b>Date:</b> June 2026
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### 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 all 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, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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 Luke Lovelidge, 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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

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

We will do this by:

- › Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
  - 3 or fewer
- › Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- › Limiting compulsory branded items to low-cost and/or long-lasting items
- › Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- › Avoiding different uniform requirements for different year groups
- › Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- › Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- › Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- › Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- › Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- › 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 uniform in line with the school's complaints policy
- › Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- › Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

#### 4. Expectations for school uniform

Uniform is an important part of a school's identity. It reinforces who we are as a community and helps students to feel pride in being part of that community. Wearing a uniform also helps prepare students for life after school where many will have to dress smartly for work.

The requirements for our school uniform at Benjamin Adlard are as follows:

- **Jumper/cardigan** – blue (school logo is not a requirement)
- **polo shirt** – white (school logo is not a requirement)
- **Trousers** - grey or black
- **Skirt** - loose fitted - grey or black
- **Shoes** - black
- During the summer months, children may wear a navy gingham dress. (school logo is not a requirement)

#### PE kit

All children must have the following kit with them on their PE days: -

- Blue or white T-shirt (school logo is not a requirement)
- Navy or black shorts
- Plimsolls or trainers for outdoor activities.
- In the winter months a navy or black tracksuit and outdoor trainers may be required

### Roots Kit

Children must bring their kits with them in a bag on their Roots days. The expectation for outdoor kit is as follows –

- a tracksuit or hoodie - navy or black (school logo is not a requirement)
- a sports t-shirt - blue or white (school logo is not a requirement)
- tracksuit bottoms or leggings - navy or black
- trainers - black or white
- wellies

### Swimming kit

- A plain swimsuit or swimming trunks and a towel. Swim caps will be required in line with pool hygiene rules.

### Jewellery and Hair

- **Jewellery** — For safety, pupils may wear a small pair of stud earrings and a watch. All jewellery must be removed or covered for PE and practical subjects.
- **Hair** — Hairstyles, including protective styles (e.g., braids, locs, twists), religious coverings, and natural hair texture, are permitted. Hair should not obstruct vision or pose a safety risk during activities.

### Coats, bags and footwear

- **Coats** — Pupils may wear a plain coat suitable for the weather. No specific colour or style is required.
- **Bags** — Pupils should bring a bag large enough to carry books and equipment. Branding, colour, or style will not be restricted.
- **Trainers** — Pupils should wear shoes or trainers that are safe, comfortable, and suitable for the school environment. No specific brand or colour is required.

## 4.1 Where to purchase or acquire it

Parents and carers can purchase school uniform from a range of suppliers to ensure affordability and choice.

- **Branded uniform items** — These can be ordered online or purchased in person from: **Uniform Direct** 9 Market Street, Gainsborough, DN21 2BL Tel: **01427 616105** Uniform can also be ordered via the Uniform Direct website.
- **Non-branded uniform items** — Supermarkets and high-street retailers sell suitable non-branded items such as jumpers, trousers, skirts and shirts. These are fully acceptable as part of the school uniform.
- **Affordability and choice** — Families are encouraged to choose the most cost-effective option. No pupil will be disadvantaged for wearing non-branded alternatives where permitted.

The school is committed to ensuring that all parents and carers can access second-hand uniform easily, discreetly, and in good time—particularly for pupils joining the school.

## 4.2 School Uniform Bank

We operate a **uniform bank in school**, which is available **at all times**. Parents and carers can request items discreetly by visiting or contacting the school office. Items are provided free of charge.

## 4.3 Timely access for new families

Parents and carers of pupils joining the school will receive information about second-hand uniform availability **well in advance of the new school year**, ensuring they have time to obtain what they need.

#### 4.4 Second-hand uniform events

To support families throughout the year, the school may offer:

- **Termly second-hand uniform sales or swap shops** — These events will always provide items **freely**, in line with statutory guidance.
- **Drop-in access via the school office** — Families can request items privately at any time.

#### 4.5 Local uniform exchange schemes

Where available, we will also signpost parents and carers to **local authority or community uniform exchange schemes** to widen access and reduce costs.

### 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)

Pupils are also expected to contact Luke Lovelidge, 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
- › In good condition

Parents/carers are also expected to contact Luke Lovelidge, Headteacher – [llovelidge@benjaminadlard.anthemtrust.uk](mailto:llovelidge@benjaminadlard.anthemtrust.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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

## **6. Monitoring arrangements**

This policy will be reviewed biannually. At every review, it will be approved by Luke Lovelidge, Headteacher.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy