



# School Uniform Policy

*Together Everyone Achieves More*



**Approved by:** Local Governing Board

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# Contents

|  |   |
|--|---|
| 1. Aims .....  | 2 |
| 2. Our school’s legal duties under the Equality Act 2010 ..... | 2 |
| 3. Limiting the cost of school uniform .....                   | 3 |
| 4. Expectations for school uniform.....                        | 4 |
| 5. Expectations for our school community.....                  | 6 |
| 6. Monitoring arrangements .....                               | 7 |
| 7. Links to other policies.....                                | 7 |

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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 families
- 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 gender, 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 families to get in touch with Miss Brodigan, our SENCO, 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 families' 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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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/groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for families to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on families of any changes
- Consulting with families 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

- Expected branded items:  
Tollgate Logo School Jumper/Cardigan, School Tie
  
- Optional branded items:  
PE hoodie (must still be Royal Blue if not branded), PE t-shirt must still be a plain white crew neck if not branded
  
- Generic items instead of branded ones:  
White shirt/polo-shirt, trousers/skirts/dresses, PE shorts (Navy or Black), PE tracksuit bottoms (Navy or Black)
  
- Expectations for PE and swimming kit:
  - School PE Kit is:
    1. Royal Blue Hoody (*see above re: branding*)
    2. Plain white crew neck t-shirt (*see above re: branding*)
    3. Blue or black PE shorts (*no sports branding*)
    4. Plain Black or Navy jogging bottoms/leggings (*no sports branding*)
    5. Trainers (*no colour requirements*)
    6. Worn to school only on the days of PE lessons.
  - The school has no expectations for swimming kit, however there maybe requirements by the location of the pool used. These will be communicated to families ahead of swimming lessons commencing.
  
- Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
  - No jewellery should be worn in school other than stud earrings (no more than one in each ear) and watches.
  - No Smart Watches should be worn (these pose a safeguarding risk).
  - Make-up and nail varnish should not be worn.
  - Hair colours or styles containing beads (except for religious reasons), slogans or motifs or shaved motifs are unacceptable.  
  
*The school seeks the co-operation of parents in maintaining natural colours for hair and appropriate hairstyles as outlined above.*
  
- Expectations for shoes, bags and coats:
  - All children must wear flat black shoes.
  
- Which items are only required in specific circumstances or at certain times of the year:
  - Winter uniform is worn from **September to April** (*this may be worn all year if preferred*)
  - Summer uniform is worn from **April to July**.

## 4.2 Where to purchase it

- Branded items are purchased from our Suppliers Mapac: <https://www.mapac.com/>
- All non-branded items can be purchased from the family's choice of retailer.
- On Tuesdays at collection time, our *Pre-Loved Uniform Shop* is open on the playground – this is located in the cabin on the Year 3/4 playground. Cash and card payments are accepted.
- Should families want discreet access to pre-loved uniform, the school office can arrange this directly.

## 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)

### 5.2 Families

Families 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

Families are also expected to contact Miss Brodigan, SENCo, if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Families 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 families 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 Head of School if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by the Head of School.

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 board 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 board 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 Executive Headteacher/Head of School. At every review, it will be approved by the full governing board.

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

This policy is linked to our:

- Behaviour policy (including Anti-Bullying)
- Equality information and objectives statement
- Complaints policy