

Berkswich CE Primary School			
Reference Number G2	Shared with Staff September 2026	Ratified by Governing Board October 2026	Review Date September 2027
Policy Title	School Uniform Policy		

1. Statement of Intent and Policy Purpose

Berkswich CE Primary School believes that a consistent, fair, and inclusive school uniform policy is vital to promote the Christian ethos of the school and foster a strong sense of belonging, common identity, and pride for all pupils regardless of protected characteristics or socio-economic circumstances.

Pupils learn most effectively and achieve their best educational outcomes when they are comfortable, able to be themselves, and dressed in a manner setting an appropriate tone for learning.

This policy sets out the measures Berkswich CE Primary School has taken to ensure that its uniform is affordable, accessible, flexible, and provides maximum value for money for all families.

Core Policy Commitment: Affordability & Zero Exclusion

Affordability must never be a barrier to applying for a place at Berkswich CE Primary School or participating fully in any school activity.

No pupil will face disciplinary sanctions, nor be excluded from classroom teaching, breaktimes, PE lessons, or extracurricular opportunities as a result of uniform non-compliance caused by financial hardship.

2. Legal Framework and Statutory Guidance

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

- Children's Wellbeing and Schools Act 2026
- DfE Statutory Guidance: 'Cost of school uniforms' (updated May 2026)

- Education Act 1996 and Education Act 2011
- Education and Inspections Act 2006
- Human Rights Act 1998
- Equality Act 2010
- UK General Data Protection Regulation (UK GDPR) and Data Protection Act 2018
- DfE Guidance: 'School Admissions Code' and 'Developing school uniform policy'
- Equality and Human Rights Commission (EHRC): 'Preventing hair discrimination in schools'
- DfE 'Developing school uniform policy' (non-statutory guidance)
- DfE 'School Admissions Code'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Inclusion Policy

3. Roles and Responsibilities

3.1 The Governing Board

- Establishing a smart, practical, and affordable uniform in consultation with the Headteacher, staff, parents, and pupils.
- Ensuring strict compliance with the Children's Wellbeing and Schools Act 2026 by limiting compulsory branded items to 3 or fewer.
- Ensuring that supplier contracts give top priority to value for money, are subjected to competitive tendering at least every 5 years, and prohibit cashback arrangements.
- Ensuring clear, accessible details regarding second-hand uniform provision are published on the school website.
- Ensuring the policy complies with equality and human rights obligations, preventing unlawful discrimination against any protected characteristic.
- Evaluating uniform costs based on the total collection of required items rather than individual item cost effectiveness.

3.2 The Headteacher

- Managing day-to-day enforcement of uniform standards fairly, consistently, and temperately across the school.
- Ensuring staff conduct mandatory pre-sanction assessments to check for financial hardship, SEND/sensory needs, or protected characteristics before taking any disciplinary action.
- Granting formal temporary or permanent uniform exemption/adaptation letters (e.g., for medical conditions, sensory adjustments, or religious dress).

- Overseeing supplier arrangements to procure items as affordably as possible without compromising quality.
- Listening to feedback from parents and pupils and making recommendations to the Governing Board.

3.3 Staff Members

- Enforcing uniform standards in an age-appropriate and considerate manner.
- Completing pre-sanction checks prior to applying sanctions, ensuring non-compliance linked to hardship is met with support rather than discipline.
- Notifying parents and carers of uniform breaches in all cases.
- Fostering pupil understanding of uniform benefits, community identity, and inclusion.

3.4 Parents and Carers

- Providing their children with the correct uniform items detailed in this policy.
- Ensuring uniform items are clean, presentable, correctly sized, and clearly labelled with the pupil's name.
- Informing the Headteacher promptly if their child requires a temporary or permanent adaptation or exemption, or if the family is experiencing financial difficulty meeting uniform costs.

4. Cost Principles, Affordability & Second-Hand Uniform

Berkswich CE Primary School actively evaluates the overall cost of uniform to ensure it is proportionate and reasonable for all families. When reviewing costs, the school specifically considers the circumstances of economically disadvantaged families, parents with multiple siblings, and pupils with protected characteristics or SEND. Parents / carers should contact the office to discuss how school can support families with this.

4.1 Practical Cost Mitigation Measures

- High-cost items (e.g., blazers) are avoided entirely. Compulsory branded items are limited to three items (jumper/cardigan, school tie, PE top – see section five)
- Generic alternatives available from high-street retailers or supermarkets are permitted for all unbranded items (trousers, skirts, shirts, socks, and plain PE shorts/joggers).
- Variations across year groups are kept to a minimum so items can be passed down between siblings.
- No additional specialized uniform is required for extracurricular activities
- Any cost savings negotiated with appointed suppliers are passed on directly to parents.

4.2 Second-Hand Uniform Scheme

To promote sustainability and support families with uniform costs, the school operates a comprehensive Second-Hand Uniform Scheme which is led by The Friends of Berkswich School (PTA).

- Parents/carers are encouraged to donate outgrown uniform to FOBS, this should be dropped off at the school office.

- FOBS hold seasonal sales of pre-loved uniform during school PTA events and during pop-up sales on the playground at home-time. All items are priced at £2 each (2026-27 pricing).
- Parents can also place uniform orders through FOBS email PTA@berkswich.staffs.sch.uk

4.3 Uniform Financial Assistance

The school supports vulnerable families with uniform expenses. Families eligible for Targeted Free School Meals (FSM) or Pupil Premium funding can request uniform by contacting the school office. Furthermore, the Headteacher has discretion to grant emergency uniform assistance to families experiencing temporary acute financial hardship who fall outside the usual criteria.

5. Compulsory Branded Item Limits (Statutory Compliance)

Under the Education Act 1996 as amended by the Children's Wellbeing and Schools Act 2026 and DfE statutory guidance, primary schools MUST limit compulsory branded uniform and PE kit items to 3 or fewer.

A 'branded item' is defined as any garment bearing the school logo or name, or any item whose specific colour, design, or fabric makes it obtainable only from an appointed supplier. Berkswich CE Primary School strictly complies with this statutory cap:

Statutory Branded Items at Berkswich CE Primary School

1. School Sweatshirt OR Cardigan (Branded Logo): Compulsory for general wear. Because parents choose between a sweatshirt or cardigan, this counts legally as 1 compulsory branded item.
2. School PE T-Shirt (Branded Logo): Compulsory for PE lessons. Counts as 1 compulsory branded item.
PE outerwear tops are optional. Pupils may choose to wear a plain, unbranded black jumper/quarter neck top for outdoor PE.
3. All children should wear a tie (please ask the school office for details as we have clip-on ties for our younger pupils)

6. School Uniform Specifications

The tables below outline the comprehensive uniform and PE kit requirements for Berkswich CE Primary School.

6.1 Regular Day-to-Day Uniform

Item Specification	Status	Branding Requirement	Sourcing Options
Bottle Green Sweatshirt or Cardigan	Compulsory	Branded (School logo required)	Appointed suppliers / Second-hand scheme
White Collared Shirt (Y1–Y6)	Compulsory	Generic (No branding)	Any high-street retailer / Supermarket

White Polo Shirt (Nursery & Rec)	Compulsory (Option)	Generic (No branding)	Any high-street retailer / Supermarket
School Tie (including clip-on)	Compulsory	School Tie Colours	School office (£5) / Second-hand scheme
Grey Trousers, Shorts, Skirt or Pinafore	Compulsory	Generic (No branding; skirts knee-length)	Any high-street retailer / Supermarket
Green Gingham Summer Dress	Optional (Summer)	Generic (No branding)	Any high-street retailer / Supermarket
Grey or White Socks / Grey Tights	Compulsory	Generic (No branding)	Any high-street retailer / Supermarket
Plain Black School Shoes	Compulsory	Generic (No trainers, boots, or high heels)	Any shoe retailer
School Bag	Optional	Small back-pack that fits in a locker	Any high-street retailer / Supermarket

6.2 Physical Education (PE) Kit

Item Specification	Status	Branding Requirement	Sourcing Options
School PE T-Shirt	Compulsory	Branded (School logo required)	Appointed suppliers / Second-hand scheme
Black PE Shorts (no micro-shorts for girls)	Compulsory	Generic (No sports team branding)	Any high-street retailer / Supermarket
Black Jogging Bottoms	Compulsory (Cold weather)	Generic (No logos/branding; no leggings)	Any high-street retailer / Supermarket
School PE Outerwear top	OPTIONAL	Branded or plain black with option of zip quarterneck	Appointed supplier or any retailer
Sports Footwear (Black pumps or trainers)	Compulsory	Generic (No bright flashes of colour)	Any retailer
Green/Grey Sports Socks or White Socks	Compulsory	Generic (No branding)	Any retailer

7. Equality, Inclusion and Individual Adaptations

Berkswich CE Primary School takes its legal obligations under the Equality Act 2010 and Human Rights Act 1998 very seriously. The uniform policy is designed to be inclusive and adaptable, avoiding direct or indirect discrimination against any protected characteristic.

7.1 Gender Neutrality & Identity Expression

The school operates a fully gender-neutral uniform policy. Pupils are not required to wear specific items based on their sex or gender identity. All listed uniform options (trousers, shorts, skirts, pinafores, summer dresses) are available to all pupils. Pricing across male and female garment options is maintained equally.

7.2 Race, Hair & Cultural Protection (EHRC Compliance)

- In accordance with Equality and Human Rights Commission (EHRC) guidance ('Preventing hair discrimination in schools'), the school explicitly permits natural Afro hairstyles, locs, cornrows, braids, twists, and African heritage head wraps. Rules will never restrict hairstyles or headwear inherently associated with race or ethnic origin. Long hair must be tied back during PE and practical lessons for health and safety.

7.3 Religion and Belief

The school acts reasonably to accommodate religious dress requirements (such as plain headscarves/hijabs, turbans, or religious symbols). Requests for religious adaptations are handled sympathetically by the Headteacher, with restrictions imposed only where justified by genuine, documented health and safety or safeguarding risks.

7.4 SEND, Sensory Adjustments & Medical Needs

Reasonable adjustments and adaptations will be made for pupils with Special Educational Needs and Disabilities (SEND) or sensory processing difficulties (e.g., permitting seam-free items, soft stretchy fabrics, or velcro fasteners instead of buttons). Temporary medical exemptions (e.g., loose clothing for a broken arm or soft shoes for foot injuries) will be granted upon written request to the Headteacher.

8. Appearance Standards, Accessories and Equipment

- **Jewellery:** Pupils may wear a maximum of one pair of small, plain stud earrings and a sensible wristwatch. Smartwatches with cameras are not permitted. For health and safety reasons, all jewellery must be removed for PE lessons and practical activities. Lost or damaged jewellery remains the responsibility of the pupil.
- **Hairstyles & Hair Accessories:** Long hair (shoulder-length or longer) must be tied back securely during PE and practical lessons. Brightly dyed hair, bold patterned headwear, and excessive hair accessories are not permitted. Natural Afro hair, cornrows, and heritage wraps are fully permitted.
- **Makeup & Cosmetics:** Makeup, nail polish, false/acrylic nails, and temporary tattoos are strictly prohibited for all pupils.

- **Labelling & Lost Property:** All items of clothing and footwear must be clearly labelled with the pupil's name. Unlabelled lost property is kept in the school office lost property box for one month before being transferred to the second-hand uniform scheme.

9. Adverse Weather Protection and Active Travel

The school takes a sensible, flexible approach during extreme weather, particularly when the UK Health Security Agency (UKHSA) issues weather-health alerts:

- **Hot Weather Alert:** Pupils are permitted to remove outer layers, wear lightweight collared shirts/dresses, over-the-knee shorts, sunhats, and apply sunscreen before outdoor breaktimes. Parents / carers will be informed if the school believes PE kits would be more appropriate during extreme heat
- **Cold Weather Alert:** Pupils are encouraged to wear coats, scarves, gloves, hats, and warm layers outside. Wellies or snow boots may be worn to school, with black school shoes brought in a bag to change into. Pupils should bring wellies or snow boots to school to play outside in.
- **Active Travel (Walking & Cycling):** Uniform rules do not restrict safety outerwear. Pupils walking or cycling to school are encouraged to wear high-visibility vests or coats with reflective strips.

10. Non-Uniform Days and Special Events

Standard behaviour expectations apply on non-uniform days. To maintain accessibility and relieve pressure on low-income families. Special event dress-up days will avoid expensive costume requirements, suggesting generic or home-made options.

11. Uniform Supply Contracts and Procurement

The school currently works with three appointed uniform suppliers:

- Ties, and branded jumpers / cardigans. Crested Schoolwear: 5-6 St Mary's Mews, Stafford, ST16 2AP (Tel: 01785 748481 | Web: www.crestedschoolwear.co.uk)
- Ties and branded jumpers / cardigans - Smart Uniform: Unit 9 Barracks Square, Newcastle Under Lyme, ST5 1LG (Tel: 01782 713650 | Email: shop@smartuniform.co.uk).
- School ties can also be purchased from our school office
- PE kit GEM branding – orders online <https://www.gembranding.co.uk/pages/berkswich-school>

In accordance with the DfE statutory guidance and Tendering and Procurement Policy, the Governing Board maintains written contracts with suppliers. All appointed supplier arrangements undergo open competitive tendering at least every 5 years to guarantee best value for money. Cashback arrangements are strictly prohibited, and negotiated savings are passed directly to families.

12. Non-Compliance and Disciplinary Safeguards

Uniform enforcement will be conducted in a fair, age-appropriate, and proportionate manner aligned with the school's Behaviour Policy. Parents/carers will be notified of breaches in all cases.

Mandatory Pre-Sanction Assessment & Hardship Safeguard

1. Pre-Sanction Assessment: Prior to issuing any disciplinary sanction for uniform non-compliance, staff **MUST** establish the root cause of the breach.
2. Financial Hardship Safeguard: Where non-compliance stems from financial hardship, staff will take a supportive approach. Pupils will **NOT** face disciplinary sanctions, nor will they be excluded from classroom learning, breaktimes, PE, or extracurricular activities.
3. Protected Characteristics & Exemptions: Sanctions will never apply to pupils with approved temporary or permanent exemptions (medical conditions, SEND adjustments, or religious dress).

13. Complaints, Monitoring and Policy Review

Disputes or complaints regarding uniform requirements or supplier service must be submitted in accordance with the school's Complaints Procedures Policy. The school aims to resolve all matters informally and collaboratively with families.

This policy is formally reviewed annually by the Headteacher and Chair of Governors. Consultations with parents, pupils, and staff will precede any proposed changes to uniform specifications.