

School Uniform Policy
Heron Park Primary Academy



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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 the Headteacher on 01323 502525 or

office@heronppa.org.uk, 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

At our Academy, it is both the view of the wider school community and the firm belief of the Academy that a consistent school uniform plays an essential role in creating a sense of belonging, equality, and pride. Our families, staff, and governors have expressed strong support for a clear and fair uniform policy, recognising the positive impact it has on children's readiness to learn and their sense of identity within the school.

When shaping our uniform expectations, we have taken into account the socio-economic context of our community. We recognise that our families come from varied financial backgrounds, and we are committed to ensuring that the uniform remains affordable, accessible, and free from unnecessary branded items. We work closely with suppliers and local organisations to minimise cost, offer second-hand options, and prevent uniform from becoming a barrier to participation or inclusion.

Our pupil population is diverse, and our uniform policy reflects the need for both practicality and cultural sensitivity. We aim to ensure that every child feels comfortable, represented, and able to wear the uniform in a way that supports their wellbeing and meets their individual needs.

In developing this policy, we have also considered the uniform expectations of neighbouring schools and other academies within our trust. This helps promote consistency for families with children across multiple settings, supports community cohesion, and ensures our approach aligns with the broader educational environment while still reflecting the unique character and values of our Academy.

Overall, our uniform policy has been shaped collaboratively, with the voices of parents, pupils, and staff at the centre. We believe that a clear, fair, and coherent uniform supports high standards, strengthens our shared identity, and reinforces the Academy's commitment to equity and inclusion for every child.

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 branded items. For Heron Park it is our School Jumper, Book Bag and PE Bag.

- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible for example, by only asking that the jumper features the school logo
- Limiting compulsory branded items to low-cost and/or long-lasting items such as the school jumper
- 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/class/house groups. If pupils become Prefects in Y6 and require a different item of uniform, the school will provide this.
- 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

Branded items (required):

- Raspberry pink sweatshirt/cardigan with logo
- Bookbag with logo

Optional branded items:

- PE bag

Generic items (supermarket-friendly):

- White shirt, black trousers/skirt/pinafore
- Black socks/tights, black school shoes
- Summer: black shorts, pink gingham dress

PE Kit:

- Plain white T-shirt
- Plain black sweatshirt (no hoodies), jogging bottoms, PE shorts
- Plain black trainers/plimsolls

Swimming:

- One-piece costume only

Jewellery & Accessories:

- Stud earrings only, no hoops/dangly earrings
- Watch allowed (no smartwatches)
- No fake nails

Coats & Shoes:

- Weather-appropriate coat
- No slip-on or high-heeled shoes
- Black shoes only; coloured trainers are not allowed
- We ask that pupils have wellies to bring into school for field use

Purchasing:

- Available from Superstitch86.co.uk
- Second-hand items are available from the school office

➤ We ask that pupils have wellies to bring into school for field use

➤ The school sometimes loans or gives out branded uniform items to help families. Any branded item that children must wear as part of the uniform will count towards the limit on compulsory branded uniform. Optional items—such as kit for special sports events—don't count, and children do not have to wear them to take part. If your child is given a branded item but cannot or does not want to wear it, they can always wear a suitable plain non-branded alternative instead. We will continue to offer good-quality second-hand uniform, including branded items, to help keep costs low for all families.

4.2 Where to purchase or acquire it

Parents and carers can buy school uniform from a range of places. Most items can be purchased easily from high-street supermarkets or clothing retailers, as these do not need to be branded.

Branded items (our jumper, book bag or optional PE bag with the school logo), are available from our approved supplier:

Superstitch 86: <https://www.superstitch86.co.uk>

Superstitch supplies all branded items, while unbranded/plain items can be purchased widely from general retailers.

Second-Hand Uniform

We want to make sure that all families can access affordable uniform in a timely and discreet way.

Parents and carers can access second-hand uniform in the following ways:

- From the school office: good-quality second-hand items are available throughout the year. Families can ask discreetly at any time.
- Termly second-hand uniform sales or swap shops: These events are free, and families can choose items without any cost.
- Through local uniform exchange schemes: (If available locally, the school will signpost these on the website.)

For families with children joining the school, information about second-hand uniform is provided well in advance of the new school year to ensure enough time to choose items.

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 the Headteacher if they want to request an amendment to the uniform policy in relation to their child's protected characteristics. This request will be discussed with parents/carers.

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 the Headteacher (office@heronppa.org.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.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher in line with the 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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

5.4 Local Academy Board (Governance)

The Local Academy 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 bi-annually by the Headteacher and Senior Leadership Team. At every review, it will be approved by Local Academy Board.

7. Links to other policies

This policy is linked to our:

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