Lillington Nursery & Primary School

School Uniform Policy

September 2026

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 sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons.
- Allow pupils to wear headscarves and other religious or cultural symbols. Lillington Nursery & Primary School values diversity and respects cultural differences in headwear. Clear boundaries and a professional ethos are maintained. Pupils' faces must remain visible for engagement, participation, and identification. Head coverings and headscarves for religious or cultural reasons are allowed.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the head teacher, who can answer questions about the policy and respond to any requests.
- Families struggling financially will be supported in the acquisition of uniform by the school.

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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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 balance this against the school community's wish for a consistent school uniform.

We will make sure our uniform:

- Is available at a reasonable cost.
- Provides good value for money for parents/carers. We do this by:
- Selecting a competitive uniform provider*.
- Selecting a local provider who is able to develop a good working relationship with the school and with families, providing an online delivery service.
- Asking our uniform provider to research and source good quality uniform items, taking account of the quality of the material, that items are made from an easy-care fabric and are reasonably priced**.
- Limiting the number of uniform items with distinctive characteristics, so that there is a clear uniform code, while parents/carers do not have to buy too many distinctive uniform items (only 1 logo item required: School jacket). We do allow parents to buy unbranded school tops and bottoms as long as they are school colours.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes.
- Avoiding different uniform requirements for different year groups.
- Avoiding different uniform requirements for extra-curricular activities.
- 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, pupils and staff on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.
- We offer financial support to all pupil premium families to allow them to purchase school uniform throughout the year.

**The school is not that large a market and so to make it viable for a supplier to order in the volume of items that need to be kept in stock, it is not realistic to engage multiple suppliers. The economies of scale help the supplier to keep costs down.*

4. Expectations for School Uniform

4.1 Our School's Uniform

Uniform items	Available only from the school uniform shop	Not provided by the school uniform shop
Navy school tshirt **(required)**		✓
Navy blue jacket **(required),** with school logo **(required)**	✓	
Navy school trousers or shorts **(required)**		✓
Black socks **(required)**		✓
Black trainers as long as they are completely black in colour including soles **(required)**		✓

Swimming:

- One-piece costume or swimming trunks (no two-piece costumes).
- Plain or patterned towel.
- Goggles are optional.

4.2 Where to Purchase It

We operate an online shop for our school uniform, run by Clive Marks. Parents/carers can access the online shop to make purchases via the school website www.lillingtonprimary.com
The school has arrangements in place for the purchase of second-hand uniform, via the school office.

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 Parents and Carers

Parents and carers are expected to make sure their child has the correct uniform and that every item is:

- Clean.
- Clearly labelled with the child's name.
- In good condition.

Parents/carers are also expected to contact the head teacher 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 head teacher if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by the school's leadership team. 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 all 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, by reviewing these arrangements every two years.

6. Monitoring Arrangements

This policy will be reviewed every two years by the Governing Body

7. Links to Other Policies

This policy is linked to our:

- Behaviour Policy
- Equality Policy
- Anti-Bullying Policy
- Complaints Policy

Approved by: Governing Body

Date: 12.09.22

Review date: April 2026

Signed: 

Amie Norcliffe, Headteacher