

Uniform Policy



WILLINGTON PRIMARY SCHOOL

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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 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
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the headteacher who can answer questions about the policy and respond to any requests

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' 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 or long-lasting items
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents 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

At Willington Primary School we strongly encourage all pupils to wear school uniform. We believe that wearing a school uniform helps promote a strong sense of identity within school and the community which creates pride in the children and their school. It makes them feel part of our school family.

We do not require any part of our uniform to have our school logo (optional) and generic items in the school colours can be worn.

Our school uniform consists of the following:

Main Uniform

- Grey or black skirt or pinafore dress. Skirt should be knee length
- Grey or black trousers or shorts
- White or red polo-shirt or shirt
- Red jumper or cardigan
- Sensible shoes/trainers/boots
- Red checked summer dress (optional)

PE

Our P.E kit consists of:

- A white t-shirt (polo or crew cut)
- Plain black joggers/ plain black leggings
- Or plain black shorts.
- Sensible footwear- trainers/plimsolls.

Pupils will wear their school jumper/ cardigan and trainers for P.E.

On PE days children should come to school wearing their P.E kit.

The school will provide a separate PE kit for pupils when participating in sports festivals

Hair, Jewellery and accessories

- No jewellery allowed except for a watch and only small, plain studs if children have pierced ears. These need to be covered with tape or be able to take them out themselves for PE and swimming.
- Watches – to be analogue or digital. No smart watches.
- For health and safety reasons all long hair must be tied back.
- We do not permit extremes of fashion in children's hairstyles. Patterns cut into hair or eyebrows are not acceptable. Added hair colours or hair dyes are not permitted.
- Hair accessories are to be kept to a minimum.
- Nail varnish or false nails should not be worn in school.

Other Items

- Children need a coat for school, school bag, wellies and sunhat (when required).

4.2 Where to purchase it

- Uniforms are available to order by visiting myclothing.com or from high street retailers for example, supermarkets.

- We also hold a number of items in stock. Please contact the school office with your requirements.
- Second hand uniform may be available from the charity shop in Willington Charity Shop 4 U.
- There are some organisations throughout the County Durham who can help you with new and preloved school uniforms – Please visit <https://www.durham.gov.uk/schooluniform> for further information.
- We support parents/carers to apply for funding from various charity sources. For further information please contact our Parent Support Advisor

The sale of uniforms is a non-profit making venture.

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 PE kit, and that every item is:

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

Parents 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
- The cost of the uniform
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Parents 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 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.

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
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The body 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 at least every 5 years or when required.

7. Links to other policies

This policy is linked to our:

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

Adopted and agreed by the Governing Body December 2024

Reviewed: September 2025