



Uniform Policy and Guidance

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1. Statement of intent

Higham Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school, provide a sense of belonging and identity for all pupils and set an appropriate tone for education, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

2. Legal framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE ‘Cost of school uniforms’
- DfE ‘School Admissions Code’
- DfE ‘Developing school uniform policy’
- Equality and Human Rights Commission ‘Preventing hair discrimination in schools’

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- School Prospectus

3. Roles and responsibilities

The governing board is responsible for:



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- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is appropriate, practical, accessible and affordable for all pupils.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.
- Ensuring compliance with obligations under the Human Rights Act 1998 and the Equality Act 2010.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption or amendment letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an amendment or an exemption to the uniform rules, with a reason why e.g. due to their child's protected characteristic, due to the cost of the uniform.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption or an amendment.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

4. Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

The school will develop its uniform policy in relation to the following starting principles:



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- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The use of branded uniform items will be minimised in accordance with the [branded items](#) section of this policy.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms and when they will be available to be purchased will be published on the school's website.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day or where spare items are likely or be needed.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the '[School uniform supplier](#)' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.



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The above consideration to cost will also apply to the school's PE kit, as no pupil should feel unable to fully participate in PE or represent their class or the school because the PE kit is too expensive.

5. Branded items

From September 2026, the school will limit branded uniform and PE kit items to no more than three. A branded item is defined as any garment that cannot be bought from multiple retailers due to its logo, colour, fabric or design. The school will make clear which of the few branded items are compulsory and will always accept unbranded alternatives in the correct colour and style. Clear guidance on colours, fabrics and fit will be provided so that all other uniform items can be purchased affordably from any retailer.

6. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously. The school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

If a requirement will affect a group with certain characteristics more than others, the school will:

- Carefully consider whether the requirement is the best way to achieve aims.
- Think about what mitigations could be put in place.
- Ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful.
- Allow for flexibility to enable necessary exceptions.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.



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- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the '[School uniform](#)' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils will be supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school policies are not compromised, such as school safety or discipline.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- What flexibilities, adaptations, adjustments or alternatives might mitigate any negative impact on these pupils.
- Adopting a more comfortable or less restrictive uniform.
- Determining a more flexible policy that allows pupils to choose from a range of items so they feel more comfortable.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

7. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.



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When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

Where the subject of a complaint relates to a pupil's protected characteristic, the governing board will carefully consider requests to vary this policy.

The school will agree a procedure with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school will expect this to be carried out in accordance with the school's published Behaviour Policy. The school will aim to deal with pupil non-compliance in a proportionate and fair way.

8. School uniform supplier

The school's current school uniform supplier is:

School Time

87-89 High Street,

Chatham,

Kent,

ME4 4EE

Email: info@schooltime.co.uk

Phone: 01634 831684

9. Uniform assistance

The school will support disadvantaged families in meeting the costs of school uniform. Assistance may be provided through a voucher to be used for school clothing or through the offer of good quality second-hand uniform. The budget for the school's uniform assistance scheme will be drawn from Pupil Premium funds.

To be eligible for school uniform assistance, pupils must meet the criteria for Pupil Premium. Eligibility will be confirmed by checking original documentation from the relevant authority, showing receipt of the qualifying benefit and the pupil's address.

The school retains a limited supply of good quality second-hand uniform. At the discretion of the Headteacher, these items may be offered to families requiring support, including those eligible for Pupil Premium. All requests should be made through the school office and will be handled sensitively.

The school will consider how pupils can be supported if they do not have the correct uniform, including circumstances where families require financial assistance or pupils face difficulties in accessing suitable clothing.

Parents and carers will be encouraged to donate outgrown uniform items, where they are in good condition, to support the school's second-hand uniform provision.



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10. Non-compliance

Before taking disciplinary action, the school will consider any reasons for non-compliance that may be outside of the pupil's control.

A considerate approach will be used to resolve any situations where it is suspected that financial hardship may be the reason a pupil has not complied with this policy.

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy. In cases where it is suspected that financial hardship has resulted in a pupil not complying with a school's published uniform policy, the school will be mindful and considerate to this situation.

In the first instance, a note will be sent home to ensure the family are clear about the uniform expectations. If repeated breaches occur, children will be offered school stock of spare uniform for the day and the pastoral team will contact the family to offer clarity and assistance. Further repeated breaches will be dealt with directly by the headteacher or assistant headteacher in line with the school behaviour policy.

11. School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Green sweatshirt or green cardigan	Required	Optional School logo on left-hand side	Branded sweatshirt and cardigan available from school supplier. Green sweatshirt or cardigan can be bought from regular retailers.	Sweatshirt £13.00 to £14.00 Cardigan £14.50 to 16.50
White or green polo shirt	Required	Optional School logo on left-hand side	Available from school supplier and from regular retailers	£8.50 to 9.50
Green school fleece	Optional	Optional School logo on left-hand side	Available from school supplier.	£14.50 to £15.00



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Grey trousers or knee-length grey skirt or shorts or pinafore dress	Required	No branding	Available from school supplier and from regular retailers	<u>£11.00 to £24.50</u>
Green and white checked dress	Optional	No branding	Available from school supplier and from regular retailers	<u>£13.00 to £20.00</u>
Sensible, plain black shoes (flat heels, not trainers or sandals)	Required	No branding	Available from regular retailers	N/A
Black, grey or white socks OR Black, grey or white un-patterned tights	Required	No branding	Available from regular retailers	N/A
PE kit				
House colour t-shirt (red, blue, green, purple)	Required	Optional school logo on left-hand side	Available from school supplier and from regular retailers	<u>£7.00 to £9.00</u>
House colour fleece (red, blue, green, purple)	Optional	Optional school logo on left-hand side	Available from school supplier and from regular retailers	<u>£14.50 to £15.00</u>
OR Plain black fleece (no logos)	Optional	No branding	Available from regular retailers	N/A



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Plain black shorts or jogging bottoms	Required	No branding	Available from regular retailers	N/A
Fit-for-purpose footwear	Required	No branding	Available from regular retailers	N/A

Please Note, prices listed above are based on School Time prices as of March 2026 and are subject to change. For non-branded items, cheaper alternatives may be found from regular retailers.

Jewellery and watches

Children may not wear jewellery in school, except for small, simple stud earrings. This includes items of religious significance. Earrings must be removed at home on PE days, as staff cannot remove, replace or store them for pupils. If a child cannot remove their earrings, they will not be able to take part in PE or sports. Earring tape is not permitted.

If a child repeatedly misses PE because they cannot remove their earrings, we will ask that earrings are not worn to school. We cannot accept responsibility for any earrings that are removed and subsequently lost.

Pupils may wear a watch solely for the purpose of telling the time or learning to tell the time. Smart watches, Apple Watches or tracking devices are not permitted to be worn in school. Watches must be removed for PE and are brought to school at the pupil's own risk; staff cannot store or look after them. The school accepts no responsibility for loss or damage to personal items and they will not be refunded.

Bags

Children in Year R, Year 1, and Year 2 should only bring book bags or Higham Primary School rucksack (purchased from School Time, Chatham) to school. Rucksacks (unless specific Higham Primary School rucksack) and larger bags are not permitted in these year groups due to limited storage space. Children in Key Stage 2 (Years 3–6) may continue to bring rucksacks; however, this practice is being phased out across the school to help manage space more effectively.

Make-up, Hairstyles and Headwear

Children are not permitted to wear make-up or nail polish (including gel/acrylic nails or false nails) in school. Clear lip balm may be taken to school in cases where a child has chapped lips but must remain in your child's bag. Children are not permitted to come to school with dyed hair, extreme hairstyles or excessively large hair accessories. Any hair accessories should be in school colours (grey, green, white or black).

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.



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12. Adverse weather

All pupils are required to wear weather-appropriate clothing during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sun hats when outside

Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

13. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be placed in the lost property box in the school hall. Lost property will be kept until the end of the term; after this, uncollected items will either be added to our second-hand uniform stock for donation or disposed of appropriately.

14. Non-uniform days and personal items

When planning non-uniform days, the school will consider:

- Any impact it may have on attendance.
- The expectations on appropriate clothing.
- The Behaviour Policy.
- The ability of pupils from low-income families to fully take part, e.g. where costumes or dressing up are involved.
- That participation should not be dependent on parents or pupils making a financial contribution.