



**Bunny C of E Primary**

# **School Uniform Policy**

**Autumn 2025**

Policy updated – Sept 2022, Summer 2024, Autumn 2025  
Adopted by Staff and Governors – Autumn 2022, Autumn 2025  
Date for Review – Summer 2024, Summer 2026, Autumn 2026

The School Uniform Policy aims to:

- Set out Bunny C of E Primary Schools approach to requiring a uniform or dress code 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 or dress code.

### **1. 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, 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 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 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 related to their sex, gender or gender reassignment.
- 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 who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

### **2. 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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 competitive prices.

We will make sure our uniform:

- Is available at a reasonable cost.
- Provides the best value for money for parents/carers.
- For children in receipt of pupil premium, branded items are available free of charge.

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 and/or long-lasting items.
- Considering cheaper alternatives to school-branded items, such as logos that can be sewn or ironed on.
- 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 leveller.
- Avoiding different uniform requirements for different year/class/house 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, minimising the financial impact on parents/carers.
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

### **3. Expectations for school uniform**

#### **3.1 Our school uniform:**

Pupils should wear:

- Black or grey trousers, shorts, skirt or dress (a skirt may be worn in summer)
- White or light blue polo top, blouse or shirt
- Blue gingham summer dress or playsuit
- Navy blue sweatshirt, cardigan or fleece (*branded or plain*)

- Black, navy or grey tights
- White, grey or black socks
- Flat, plain black shoes

For P.E:

- Navy shorts
- Navy sports top with school logo or plain navy t-shirt
- Plimsolls or trainers
- Plain navy / black tracksuit/ warm top for cold weather
- Plain navy leggings

For school swimming:

- A one-piece swimming costume
- Tight swimming trunks (baggy swim shorts are not acceptable)

Jewellery:

- Jewellery should preferably not be worn for school, although stud earrings are acceptable. To avoid any discrimination in line with the Equality Act 2010, jewellery can be worn for religious reasons.

There is no expectation that items of school uniform must be branded, however the option to purchase branded items of uniform with the school logo on are available from [www.emsd-schoolwear.co.uk](http://www.emsd-schoolwear.co.uk) or the shop located at 1 Clifton Road, Ruddington, NG11 6DD.

### 3.2 Where to purchase school uniform

Parents and carers can obtain the uniform from 'high-street' retailers including supermarkets or online via [www.emsd-schoolwear.co.uk](http://www.emsd-schoolwear.co.uk) if required.

FOBS (our Parent Teacher Association- PTA) arrange a second-hand uniform sale termly.

For any other uniform needs contact the school office.

## 4. Expectations for our school community

### 4.1 Pupils

Pupils are expected to wear the correct uniform or adhere to the dress code 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.
- Pupils are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

#### 4.2 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 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.

#### 4.3 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 does not improve.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher.

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.

#### 4.4 Governors

The governing 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.

## **5. Monitoring arrangements**

This policy will be reviewed as appropriate and manageable by the Headteacher (Victoria White).

At every review, it will be approved by the Full Governing body.

## **6. Links to other policies**

This policy is linked to our:

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

