

Reepham Church of England Primary School



Uniform Policy

Purpose

At Reepham Church of England Primary School, we believe that a consistent school uniform is essential to promote the positive ethos of our school and to provide pupils with a sense of pride and belonging.

By setting clear expectations, this uniform policy helps reduce peer pressure, supports positive behaviour and ensures pupils are dressed appropriately for school activities, whilst being inclusive, affordable and reflective of our school's values.

Aims

Reepham Church of England Primary School is committed to:

- promoting equality;
- ensuring value for money;
- ensuring that no pupil is discriminated against due to their religion or belief, economic circumstance or social and cultural background;
- creating a safe and inclusive learning environment.

Legal Requirements

The following legislation has been considered in this policy:

- **Human Rights Act 1998**
- **Education & Inspection Act 2006**
- **Equality Act 2010**
- Public Sector Equality Duty (under the Equality Act 2010)
- **Education (Guidance regarding the Cost of School Uniforms) Act 2021**
- **Statutory Guidance on School Uniforms (DfE, November 2021)**

Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which includes sex, race, religion or belief and gender reassignment.

To avoid discrimination, our uniform policy will:

- **not discriminate** against pupils based on protected characteristics (e.g. sex, race, religion or belief, gender, disability)
- allow for **reasonable adjustments** (e.g. religious dress such as hijabs or turbans, or accommodations for disabilities)

Education (Guidance regarding the Cost of School Uniforms) Act 2021 & Statutory Guidance on School Uniforms (DfE, November 2021)

In line with DfE guidance, our uniform policy will:

- consider the cost of uniforms and make them affordable for all families;
- ensure branded items will be kept to a minimum;
- offer access to pre-owned uniform.

Uniform Requirements

Everyday Uniform

- **Top:** White polo t-shirt or shirt.
- **Bottoms:** **Grey school** trousers (not leggings), shorts, skirt, culottes or pinafore dress.
- **Socks:** Plain grey, black or white socks (no patterns or bright colours).
- **Tights:** Plain grey tights (no patterns or bright colours).
- **Dress: (optional, for warmer weather):** blue gingham summer dress or jumpsuit.
- **Jumper/Cardigan:** School-branded jumper / cardigan available from Uniform Direct or plain navy jumper / cardigan (no branded / logo 'hoodies' or jumpers).
- **Footwear:** Black, sensible school shoes (polishable shoes with closed toe, **not** trainers).

PE Kit (For Years 1-6, pupils can wear the PE kit below on PE days **only**)

- **Top:** School-branded PE top (or plain navy polo t-shirt).
- **Jumper/Cardigan** School branded jumper / cardigan available from Uniform Direct or plain navy jumper / cardigan (no branded / logo 'hoodies' or jumpers)
- **Bottoms:** **plain** navy blue or black shorts (mid thigh) or **plain** navy blue or black joggers or leggings.
- **Footwear:** Trainers
- **Socks:** Plain black, grey or white.

Branded school uniform, book bags and PE bags can be purchased from Uniform Direct

Appearance

- Hair should be neat and tidy (and must be tied back on PE days).
- Hair accessories should be minimal.
- Jewellery should be limited to **one pair** of **small stud** earrings. (All jewellery must be removed for PE.)
- Makeup, hair die, nail polish and necklaces are not permitted.

Compliance

- Uniform should be worn **consistently**, unless a non-uniform day is announced.
- Inconsistent uniform compliance will result in a reminder note to parents.

Support

- The school maintains a supply of second-hand uniform.
- Financial assistance may be available for families in need—please contact the school office confidentially.

Roles and Responsibilities

Parents and Carers are expected to:

- ensure their child wears the correct school uniform every day, including PE kit when required;
- support the school's approach to uniform and appearance;
- communicate with the school if there are difficulties in providing the correct uniform;
- label all uniform items with their child's name to prevent loss.

School staff are expected to:

- monitor compliance with the uniform policy in a fair and consistent manner;
- communicate clearly and sensitively with parents and pupils about any uniform issues;
- provide support where families are struggling with uniform costs (e.g. referrals to assistance schemes or pre-owned options).

Pupils are expected to:

- wear the school uniform correctly and with pride;
- look after their uniform;
- understand that wearing the uniform promotes belonging to our school;
- inform a teacher if they are unable to wear the correct uniform for any reason.

The Governing Body are expected to:

- approve the school's uniform policy: ensuring the policy aligns with statutory guidance, reflects the school's values, and meets legal requirements, including the Equality Act 2010;
- promote inclusion and equality: ensuring the policy is inclusive of all pupils and does not discriminate on the basis of gender, religion, race, disability, or socio-economic status;
- monitor affordability and access: ensuring the policy does not place an unreasonable financial burden on families, and that options such as pre-owned uniform schemes are considered;
- ensure transparency: confirming that the policy is published clearly on the school website and is communicated effectively to families;
- hold the school to account: ensuring the headteacher and leadership team implement the policy fairly and consistently across the school community.

This policy was agreed by the Governing Body in July 2025 and will be reviewed every three years.