



# **LADYBARN PRIMARY SCHOOL**

## **UNIFORM POLICY**

**May 2025**

# Uniform Policy

May 2025

Review date: Summer 2030

## Introduction

The purpose of this guidance is to support the development of a school uniform policy, which is sensitive to the needs of children, parents and the school, reflecting too cultural dress protocols within the community. The school will act fairly and reasonably, bearing in mind our duties under the Human Rights Act 1998, the Equality Act 2010 and anti-discrimination legislation.

## Anti-poverty

We are always mindful of the significant impact of poverty on children and families. We ensure that staff

- Are non-judgmental about a family financial circumstance
- Bear this in mind when making any school arrangements or activities with cost implications.
- Understand the impact this may have on a parents' mental and physical well being
- Are available and approachable for parents and children

It is Ladybarn Primary School policy that all pupils **must** wear their full uniform when attending school or when participating in a school-organised event outside normal school hours. The school will provide a complete list of items needed in the school prospectus, on the school website, at parents' information evenings and in letters to parents.

## Aims

Our policy on uniform is based on the principles that the school uniform:

- Promotes a sense of pride in the school, in line with our ethos, values and beliefs
- Engenders a sense of 'community' and 'belonging' to the school
- Supports positive behaviour and discipline
- Is practical, comfortable and smart
- Identifies pupils with the school and encourages identification with the school
- Prevents pupils from coming to school in fashion or 'designer' label clothes that could be distracting in class or create a sense of competition
- Makes pupils feel equal to their peers in terms of appearance and helps nurture cohesion between different groups of pupils
- Is regarded as suitable for school and good value for money
- Promotes the school's care for the health and safety of its children

## Expectations

We expect all pupils to comply with this uniform policy, which will be monitored. Any pupil who falls short of these requirements will be advised of this fact by their class teacher and given the opportunity to improve. Continued failure to comply will be brought to the attention of the Head of School. Repeated failure to comply will be referred to the Executive Headteacher.

## **The Role of Parents/Carers**

We ask all parents/carers who send their children to Ladybarn Primary School to support our uniform policy.

We believe that parents/carers have a duty to send their children to school correctly dressed and ready for their daily schoolwork. One of the responsibilities of parents/carers is to ensure that their child has the correct uniform and that it is clean and in good repair.

If any parent or carer would like the school to modify the uniform policy they should make representations in the first instance to the Head of School. The school welcomes children from all backgrounds and faiths. If there are serious reasons, e.g. on religious grounds, why parents/carers want their child to wear clothes that differ from the officially-approved uniform, the school will look at such requests sympathetically.

## **The Role of Trustees**

The Trust Board supports the Head of School in implementing the school uniform policy. It will consider all representations from parents/carers regarding the uniform policy and will liaise with the Head of School to ensure that the policy is implemented fairly and with sensitivity.

It is the Trustees' responsibility to ensure that the uniform is affordable and does not stipulate expensive items with a logo where price is a prohibitive factor.

It is the Trustees' responsibility to ensure that the uniform meets all regulations concerning equal opportunities.

## **Non-compliance with Uniform Policy**

The Head of School can discipline a pupil for breach of the uniform policy. However, the Department for Education (DfE) does not consider exclusion to be an appropriate response to breaches of school uniform policy, *except* where they are persistent and defiant. Where a pupil repeatedly refuses to comply with school's uniform policy even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response, depending on the circumstances of the case.

The Head of School or any member of the Senior Leadership Team may ask a pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform. This should be for no longer than is necessary to remedy the breach. This is not exclusion, but an authorised absence. However, if the pupil continues to breach uniform rules to avoid learning, or takes longer than is strictly necessary to effect the change, the pupil's absence may be counted as unauthorised absence. Pupils will not be sent home indefinitely or for longer than is strictly necessary to remedy the breach as this could amount to an unofficial exclusion.

In all cases, parents/carers will be notified and the absence will be recorded. When making this decision, the pupil's age, vulnerability, how easily and quickly the breach can be remedied and the availability of the parent/carer will be considered. Similarly, for any pupils under the care of the local authority, or subject to a child protection order, sending home will only be undertaken with the agreement of relevant social worker. If the pupil then repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for more serious intervention.

Where a pupil is not adhering to school uniform policy, school staff will be considerate and discreetly try to establish the reasons.

The school appreciates there may be good reasons why a pupil is not correctly attired. For example, their uniform may have been lost, stolen or damaged. Sending a pupil home or excluding them may not be appropriate in the majority of cases. If a pupil is not wearing the correct uniform because their parents/carers are in financial difficulties, the school will be sensitive to this. The school will give parents/carers time to purchase the required items and/or consider whether a school or Local Authority clothing grant can be supplied. A pupil will not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform.

## **Jewellery**

As a general rule, the school does not expect children to wear jewellery. A small number of exceptions are permitted:

- Only one single, small stud earring in each ear is allowed.
- No personal jewellery other than a wristwatch to be worn
- Smart watches are not to be worn
- Medic alert bracelets and necklaces may be worn and need to be visible.



## **Cosmetics**

- Children are not allowed to wear cosmetics, including, but not limited to make up, false eye lashes and false nails
- No nail varnish can be worn

## **School Uniform Specification**

Plain uniform items can be bought from any high street supermarket. Items containing our logo are not compulsory in school. All items of uniform should be clearly labelled with a pupil's name and class.

### **Compulsory Uniform**

- Black trousers, skirt or pinafore
- Yellow school T-Shirt
- White, black, grey or navy socks, black or navy tights or leggings
- School sweatshirt or Royal Blue jumper or cardigan
- Plain, Black, robust shoes. Where children come to school without the correct all black and sensible footwear they will be asked to change into a pair of school pumps for the day.
- Black Hijab
- Blue or yellow gingham dress for Summer
- All hair slides, ribbons and Alice bands must be blue, yellow or hair coloured. They should be of a simple design

### **Physical Education**

- Black PE Shorts/leggings
- White T-shirt
- Black joggers for KS2 outdoor use
- Trainers

## **WE EXPECT PUPILS TO ADHERE TO THE SCHOOL UNIFORM, SO THAT A SMART APPEARANCE IS MAINTAINED AT ALL TIMES.**

In the event of a critical incident or pandemic, there may be a need for flexibility around footwear to enable any increase in outdoor learning or physical activity to take place.

### **Second Hand Uniform**

A second hand uniform sale is held in the last week of each term. The sale of second hand uniform will be made up from donations and unclaimed items of lost property. The sale offers parents the opportunity to purchase good quality, second hand uniform at a very reasonable price. Only good quality, clean, current uniform will be accepted in to the sale.

### **Bags**

School reading folders must be purchased to carry homework and reading books. PE kit bags to be kept in school, will be supplied at the start of the year and In all cases, the child's name and class should be clearly written on the outside.

Notes regarding exemptions to uniform

- Pupils should have a doctor's note if they need to wear alternative footwear for the school, due to a medical condition or serious injury.
- Extremes of hair fashions and hair colour, make-up, piercings and eyebrow shavings are not appropriate.
- For any item of clothing, which does not conform to the school dress code, parents will be contacted in order to make arrangements to resolve the situation.

### **Items of Value**

While school understands that many parents and carers may want their child to carry a mobile phone for safety reasons, they can only be brought where the pupil lives a distance from school and is walking home alone and these must be switched off in school and handed to the office on entering school. Any pupil using these items in lessons without permission will have the item removed and placed in the school safe to be collected by the parent/carer.

The school accepts no responsibility or liability for the loss or theft of any such items. Items of value that are brought into the school remain the responsibility of the pupil at all times.

Pupils are not to bring any money to school, except when there is a fund raising event. All other payments are made electronically via Parent Pay.

### **Medical Dispensations**

The policy will meet the needs of individual pupils with temporary or permanent medical conditions. For example, pupils with some skin conditions may be unable to wear specific fabrics and pupils with foot or leg injuries may be unable to wear school shoes. An official medical certificate will be required for any pupil requiring long-term dispensation due to medical conditions.

## Monitoring and Review

The Local Governing Committee will:

- Keep this policy under review from any parental feedback, on an ongoing basis
- Seek the views of parents and carers, to ensure that they agree with, and support the policy
- Consider, with the Executive Headteacher, any requests from parents and carers for individual children to have special dispensation with regard to school uniform; and
- Require the Head of School to report to the LGC on the way the uniform policy is implemented.

The Head of School will work with all staff to ensure this policy is fully implemented. The Head of School will also monitor and review the development of this important policy.

## Issue Status

| Document Control            |                                                                                                                                                                     |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Title                       | Ladybarn Primary Uniform Policy                                                                                                                                     |
| Date                        | May 2025                                                                                                                                                            |
| Supersedes                  | February 2023 (updated out of review cycle)                                                                                                                         |
| Amendments                  | Updated to include information on second hand uniform sales                                                                                                         |
| Related Policies/Guidance   | Human Rights Act 1998, Equality Act 2010, DfE Guidance on Developing school uniform policy April 2024, DfE Statutory Guidance Cost of school uniforms November 2021 |
| Review                      | 5 years                                                                                                                                                             |
| Date adopted by Trust Board | 16 July 2025                                                                                                                                                        |