



Grasmere Academy

Learn • Flourish • Achieve

Uniform Policy

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Statement of intent

At Grasmere Academy we aim to foster a feeling of pride, professionalism and community within our school.

We believe that one way of promoting the values of our school is to set a code for pupils and adults in the way they dress and the way they appear in school. By setting this policy we are not making any judgments about the dress or appearance of the children in or out of school but feel setting guidelines helps to create a positive atmosphere in the school which, in turn leads to the creation of an environment which promotes learning and tolerance of others.

All children are required to wear school uniform. We believe that it is smart, it gives the school an identity and it gives the child a sense of belonging. We believe that adults are role models for pupils and should dress accordingly. We believe that both adults and pupils should dress appropriately for the activities they are undertaking.

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.

In writing and updating this policy, the school will:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Uniform is inclusive, suitable and safe for all pupils.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. 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
- LGBTQ+ Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The governing board is responsible for:

- 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.

- 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 where 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.
- 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.

3. Cost principles

Grasmere Academy aims to ensure uniform is affordable and accessible for all in line with DFE requirements and recommendations on cost. Grasmere Academy does not require any branded uniform to be worn however, we do require the correct colours to be worn. Non branded uniform can be purchased from any provider. Branded uniform is available to purchase through Emblematic for those parents who wish to purchase it.

Some second hand uniform is available for parents via the school office.

4. Equality principles

Grasmere Academy takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, Grasmere Academy 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 relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment

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.

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

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.

Grasmere Academy 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.

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

5. Complaints and challenges

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

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

When a complaint is received, Grasmere Academy 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.

6. Uniform assistance

If Parents are struggling with uniform Grasmere Academy will assist where possible using spare uniform or applying for grants/ hardship funds.

Parents will be invited to donate their child's uniform when they no longer need it.

7. Non-compliance

At times parents may find it difficult to comply fully with these guidelines. School shoes may be ripped or lost, school jumpers may be accidentally torn or mislaid, children may have cut their own hair or asked a brother or sister to do it. These things do happen and the school is aware of this. Parents should inform the school of any difficulties they may have complying with this code and offer support for parents if necessary This may be done through a signed note or a phone call. This will avoid any misunderstandings.

If pupils continually forget to wear school uniform or wear unsuitable items then a conversation will be had with parents asking them to ensure that their child wears the Grasmere school uniform including any support needed. A standard letter is available for all staff to use on such occasions (appendix 1). Deputy Head Teacher will meet with parents who continue to send their children to school without the appropriate uniform.

8. School uniform

Clothing

Our school uniform is as follows:

- Grasmere sweatshirt, hoodie or cardigan or a plain purple sweatshirt, hoodie or cardigan
- White polo shirt/ shirt
- Black trousers or skirt / dress
- Black shorts, to be no shorter than mid-thigh length
- Purple and white summer dress
- Appropriate outerwear (coat, hat, gloves, cap) for the season
- Plain socks or tights, white, black or grey
- Shoes should be black or plain black trainers. No Crocs

Pupils' Dress – all Physical Education Activities

It is essential, for reasons of hygiene and safety that pupils are dressed appropriately to take part in all physical education activities. PE and swimming are part of the National Curriculum and is therefore not an optional activity. Pupils are expected to come to school wearing their PE kit on PE day. No jewellery can be worn during PE.

Details of the required kit are as follows (Whole School).

INDOOR KIT:

Plain white t-shirt,

Black shorts/ skirt of an appropriate length

Black leggings/ jogging bottoms

Purple hoodie

Plimsolls (although children can be in bare feet for some activities) or trainers without black soles

OUTDOOR KIT:

Trainers

Grasmere sweatshirt or hoody black tracksuit bottoms or black leggings will be required for some KS2 activities.

SWIMMING (Y3 –Y6):

Swimming costume or trunks above the knee

Swimming cap and goggles are optional

No jewellery

Jewellery

Pupils may wear watches, (not for PE) but other jewellery is not suitable for the school day. Plain studs for pierced ears are allowed but must be able to remove these themselves for PE. Earrings are not recommended for pupils in Nursery and Reception as they are involved in indoor and outdoor structured play every day. Pupils wearing inappropriate jewellery will be asked to remove it. The safety of all pupils is our first priority.

Hairstyles/headwear and other

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.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly coloured dyed hair
- Excessive hair accessories
- Headwear featuring inappropriate words or images

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- False nails and nail extensions are not permitted
- No nail varnish may be worn
- Temporary tattoos are not permitted
- No makeup

9. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Sun hats
- Sunglasses with UV protection when outside.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers.
- Trousers, or skirts and thick tights.

10. Labelling and lost property

Parents are responsible for ensuring that all pupils' clothing and footwear is clearly labelled with their child's name.

Staff will endeavour to rehome any missing items however, this may not be possible if items are not clearly labelled.

11. 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 and footwear.
- 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.

12. Monitoring and review

This policy will be reviewed every two years by the governors and the headteacher. The next scheduled review date for this policy is March 28.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.