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Uniform Policy

Author/Owner	Executive Principal & Senior Leaders
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Approved By	Local Governing Board
Policy Category	3 – Academy personalisation required (highlighted)
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Summary of Changes from Previous Version

Version	Date	Author	Summary of Updates
v1	Summer 2021	D Sumner	New Policy
V2	Autumn 2023	D Sumner	Reviewed policy. Added a short and tie for Y5 & 6 and more clarity over faith headscarf. Included a visual summary of the expected standard.
V3	Autumn 2025	D Sumner	Reviewed by senior leaders and Executive Principal, taken feedback from some parents , staff and Trust colleagues and agreed that there are no changes to be made to the policy.

CONTENTS

Aims and Rationale	4
Uniform expectations	6
Where to purchase uniform items	10
Stakeholder responsibilities	11

Aims and Purpose of this policy

Why do we need school uniform?

School uniform is worn to encourage the development of self-confidence and pride in the school and a high standard of personal appearance is expected of all students.

Respect is one of our core values and uniform at Willow Primary School is an important part of instilling pride and high expectations, protecting students and supporting effective teaching and learning.

At Willow Primary School we believe:

- A school uniform promotes a sense of pride in the school and reinforces our core values.
- Promotes a feeling of community and belonging
- Is practical and smart
- Identifies the children who attend the school
- Is not a distraction in class
- Makes children feel equal to their peers in terms of appearance
- Is regarded as suitable
- Is good value for money

Aims of the policy:

This policy sets out the expectations for all pupils who attend the school.

- Sets out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explains how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Communicates the expectations for school uniform for all pupils.

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 sex, race, religion or belief, 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 are similar for all pupils.
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back for health and safety).
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable.

- Allow pupils to request changes to swimwear for religious reasons.
- Allow pupils to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy in extreme circumstances on the grounds of inclusion and equality through discussions with the Principal.

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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' ability to 'shop around' for a low price. We will achieve this by:

- Insisting that only one item of clothing (jumper or cardigan) includes a school logo.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different years and classes
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

Expectations for school uniform for all pupils Reception to Year 6

- Grey knee length skirt or pinafore dress
 - Grey trousers or shorts
 - White blouse/shirt or white polo shirt (plain)
 - Red school sweatshirt or cardigan (with logo)
 - Summer dress (red/white gingham check only)
 - Plain white, grey or black socks
 - Plain red or grey tights
 - Small hair accessories/bands/ bows in school colours (red, white or grey hair accessories only)
- In year 5 and 6, pupils are permitted to wear a white school style shirt and grey and red striped school tie; this is to support their transition to secondary education.

Essential Uniform Items	
	Red Willow Primary Logo Cardigan or Jumper We expect all pupils to wear the school's logo jumper or cardigan.
	Grey knee length skirt or pinafore dress in traditional school uniform tailored material. Mid-Grey smart school skirt or dress, knee length only. No denim or jersey material skirts or dresses.
	Summer Uniform Red and white, knee length gingham design dress or romper with shorts.

	Grey trousers or shorts. Mid-Grey smart school trousers only. Shorts must be mid-grey and to the knee, all in traditional tailored school uniform material. We do not allow black, navy blue or cargo style shorts or trousers with large pockets on the sides. No denim or jersey trousers or shorts. Leggings or tight trousers are not allowed.
	Plain white polo shirt in cotton material. We do not allow polo shirts in any other colours, including red, blue or grey. Embroidered logo polo shirts are available to buy through Gooddies (optional item with the logo).
	Years 5 & 6 only - option White traditional school shirt with a plain collar. Shirts can have either long or short sleeves. This option is only available if worn with an elasticated or clip-on grey and red striped school tie (only available via Gooddies). Pupils in Year 5 and Year 6 are allowed to wear the polo shirt and jumper/ cardigan too if they choose not to wear the shirt and tie option.

Hair Accessories	
	Small hair accessories including bows must be in school uniform colours. Red, Grey and Black accessories are allowed. We do not allow multi-coloured or non-uniform colours.

Footwear

- Smart black school shoes – all shoes to be sensible and low heeled
- Boots are not acceptable for children to wear in school
- Trainers are only allowed on PE or Forest School days.

Essential Footwear	
	Shoes (to be worn on all days apart from PE or Forest School) Smart Black traditional school shoes. Low heeled and full shoes are allowed. Boots or different coloured shoes are not allowed.
	PE Uniform trainers (to be worn on PE or Forest School days) Sensible trainers that enable both indoor and outdoor activity are permitted. We urge parents to provide either black or white trainers with discrete logos, preferably plain.

- Wellington boots can be worn to school in case of bad weather or for Forest School but must be removed on entry to the school building.

PE Uniform (worn instead of normal uniform on PE days or Forest School)

- Plain black shorts or plain black jogging bottoms
- Plain white round neck T shirt (not polo shirt due to Health and Safety) with no logos.
- Plain black outdoor training style top, no logos.
- White sports socks
- Black or white outdoor trainers- please avoid branded items where possible however small discrete logos are permitted on trainers.

Essential PE and Forest School Uniform Items	
	Plain black shorts or plain black jogging bottoms. No branded/ logo items to be worn. Shorts must be no shorter than mid-thigh length.
	Round, plain white t shirt with no logos. Polo shirts are not allowed for PE uniform. No Football tops, branded items or tops with slogans are allowed.

	Plain black outdoor training top with no logos <i>A logo version of this is available through Gooddies, however, this is an optional item.</i>
	White plain sports socks

Optional Outdoor Items	
	Polar Fleece with School Logo (available via Gooddies)
	Showerproof Jacket with School Logo (available via Gooddies)

Jewellery must not be worn for health and safety reasons.

Where ears are pierced; only small studs are permitted to be worn and must be removed for PE.

Pupils are encouraged to wear an analogue watch to help them learn to tell the time.

Pupils are NOT allowed to wear smart watches, or FitBit style devices.

Exceptions can only be made for medical or religious reasons.

For swimming lessons, a full swimming costume (not bikini) or swimming trunks can be worn. Swimming shorts are not welcomed at the swimming pools for health and safety reasons. A towel will be needed from home.

If any pupil chooses to wear a Hijab due to their faith, it must be grey.



Where to purchase our uniform

- Parents and carers can buy our uniform from:
 - Gooddies, our on line supplier
<https://www.gooddies.co.uk/product-category/schools/willow-primary-school/>
 - Most items (other than our jumpers, cardigans or tie) can be bought more widely, e.g. from 'high-street' retailers at low costs.
 - Pre-loved uniform sales will take place periodically throughout the year (organised by the Friends of Willow)
 - Requests from school for pre-loved uniform items can be made via the school's office.

Pupils are expected to wear the correct uniform 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 (if required)

Non-uniform days

Days when the uniform code is relaxed and children can wear their own clothes for the day. This does not mean that children can wear anything. The following items are not permitted to be worn on non-uniform days.

- Heelys
- High heels
- Cropped tops
- Hotpants or short shorts
- Any clothing with rude or vulgar language/ symbols on that may cause offence
- Any clothing that others can see up, down or through.
- Any footwear that would cause the child to be unsafe whilst in class or on the playground.

This list is not exhaustive and we do expect parents to think about what they allow their children to wear.

Parents and carers' responsibilities

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 must refer to the Principal to lodge any requests or objections relating to the school uniform in a timely and reasonable manner so that they can be resolved efficiently.

Staff responsibilities

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Principal if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with in line with our Behaviour Policy.

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 however our standards of uniform will not drop and we expect all families who attend the school to follow the policy.

Strategic reviews:

The strategic leaders will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Offers a uniform that is appropriate and safe for all pupils

Leaders will make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

Monitoring arrangements

This policy will be reviewed every 2 years

Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality Policy and Action Plan
- Anti-bullying Policy
- Complaints Policy