

# Ratby Primary School



## Uniform Policy 2025

Reviewed	July 2025
Frequency of Review	Annual
Written by	Anne Perry
Approved by:	Anne Perry and Behaviour Group



"Inspiring a love of learning"

## Contents

1. Aims .....	2
2. Our school's legal duties under the Equality Act 2010.....	2
3. Limiting the cost of school uniform .....	2
4. Expectations for school uniform .....	3
5. Expectations for our school community .....	6
6. Monitoring arrangements.....	7
7. Links to other policies .....	7

### 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform 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

### 2. 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 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 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 on the grounds of equality by asking pupils or their parents to get in touch with Mrs Perry (Headteacher), who can answer questions about the policy and respond to any requests

### 3. 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 make sure our uniform:


- Is available at a reasonable cost
- Provides the best value for money for parents/carers



We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible for example, by only asking that the jumper / cardigan, worn over the school t-shirt, features the school logo
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 leveler
- 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 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

#### 4. Expectations for school uniform

##### 4.1 Our school's uniform

Item – ALL TO BE LABELLED WITH CHILD'S NAME	Guidance
<ul style="list-style-type: none"> <li>• White shirt/polo shirt or blouse (plain or with the school logo embroidered on them)</li> </ul>	No other Logos permitted
<ul style="list-style-type: none"> <li>• Jade green sweatshirt or cardigan (school jade green colour) or cardigan with the school's logo embroidered on them)</li> </ul> <div style="text-align: center;">  </div>	We do not allow cardigans or jumpers of any other colour.

Item	Guidance
<ul style="list-style-type: none"> <li>Plain Socks or Tights, white, black or grey.</li> </ul>	<p>Socks must be plain white or black (No logos on socks). Tights must be plain, black or grey opaque. We do not allow leggings to be worn with skirts.</p>
<ul style="list-style-type: none"> <li>Standard school Grey or black trousers, <u>knee-length</u> shorts, <u>knee-length</u> pleated skirts or pinafore dresses</li> </ul> 	<p>We do not allow cycling shorts, denim, rivets, leggings, low-waisted trousers, chinos, trousers that are tight on the legs or made of stretchy material, trousers made of any fabric other than standard school trouser fabric nor any trousers that follow current a current fashion trend. Ideally skirts should be fully pleated or pleated with front plain panel. No stretchy skirts/skater skirts/pencil skirts</p>
<ul style="list-style-type: none"> <li>Plain Black flat or low heel shoes or plain black trainers. In winter months, plain black, low-heeled ankle boots can be worn.</li> </ul>	<p>No sandals, high heels, wellingtons, doc-martins, the soles of all shoes/boots must be black. No Logos.</p>
<p><b>PE Kit -Should be in a draw string bag</b></p> <ul style="list-style-type: none"> <li>A plain white round neck t-shirt.</li> <li>A pair of navy or black shorts or leggings or jogging bottoms.</li> <li>Children will need a change of footwear for PE. A pair of rubber-soled black plimsolls (indoor) or black trainers to change into for indoor/outdoor games.</li> <li>If PE is outdoors, it may be necessary to bring a plain black or navy warm top. This should be plain navy or black. No Logos.</li> <li>Long hair should be worn up in a ponytail.</li> </ul>	<ul style="list-style-type: none"> <li>Football kits are not permitted</li> <li>Children not wearing appropriate PE kit may be asked to change into spare kit or asked to bring a different kit for future sessions.</li> </ul>
<p><b>Summer Uniform</b></p> <ul style="list-style-type: none"> <li>Green and white knee length gingham dress.</li> <li>Grey or black knee length shorts</li> <li>A sun hat or cap.</li> </ul> 	

## Uniform Rules

### Jewellery - To be removed for PE lessons.

- One pair of small sleeper or stud earrings is permissible.
- No rings /bangles/bracelets/necklaces (unless they are for religious beliefs).
- A standard watch is permissible.

### Nails

- No acrylic/false nails.
- No nail varnish is permitted.

### Hair

- Hair colour should be natural, coloured hair dye/spray IS NOT permitted
- Simple Jade, Green & White gingham or plain hair bands / clips may be worn.

### Outer Wear

- No gloves, scarves, hoodies, hats, cap or any other “outside wear” when inside the building

### 4.2 Where to purchase it

For branded items:

#### Online

From our designated supplier,  
Uniform Direct: [www.uniform-direct.com](http://www.uniform-direct.com)



#### In store

Direct from the Uniform Direct shop  
in Leicester City Centre:  
54-56 Humberstone Gate  
Leicester,  
LE1 3PJ

Open 9am to 5:30pm  
Monday to Saturday  
Tel: 0116 2511844

### Second Hand Uniform

There will be regular sales of second hand uniform or lost property at Parent's Evenings and after school on the playground at regular intervals throughout the year.

If you are interested in second hand uniform at other times, please contact the school office for further help.

## 5. Expectations for our school community

### 5.1 Pupils

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)

Pupils are also expected to contact Mrs Perry if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 5.2 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 are also expected to contact Mrs Perry 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 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 to arrive at a mutually acceptable outcome.

### 5.3 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 doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by sanctions as outlined in 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.

### 5.4 Local Advisory Board (LAB)

The LAB 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 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.

## **6. Monitoring arrangements**

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by Local Advisory Board

## **7. Links to other policies**

This policy is linked to our:

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