The Cliff Federation
Uniform Policy

Policy Information			
Status:		**Reviewed by:**	Full Governing Board
Cycle of Review:	Annual	**Policy Ratified:**	June 2026
Signed as accepted:			

School Uniform Policy

The Board of Governors has a statutory duty placed upon it to ensure that school policies promote good behaviour and discipline amongst the pupils. We believe that a smart school uniform worn by all children will promote a sense of purpose and discipline which is the foundation for both personal and academic development. Moreover, it contributes to a sense of community and belonging, central to our ethos, as all our children identify with each other and their school.

The policy was updated in September 2022 to take account of DfE guidance about the affordability of uniform.

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.

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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our schools will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in.
- 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 a way that is appropriate for school and makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex or gender.
- Allow pupils to wear headscarves and/or other religious garments.
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs.

- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mrs Lakin (Headteacher) who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

Limiting the cost of school uniform

Our schools have a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- 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 schools' uniform can act as a social leveller
- 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/carers to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications.
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

Expectations for school uniform

Our schools' uniform

Hemswell Cliff Primary School	Willoughton Primary School
White or pale blue polo shirt Royal blue sweater or cardigan Grey or black trousers, shorts, skirt or skort Black or dark blue jogging bottoms are also permitted but must be completely plain – no patterns, logos, motifs etc. White/blue checked dress or playsuit Shoes or trainers (dark colours preferred)	White or blue polo shirt Royal blue sweater or cardigan (embroidered with the school logo) Grey or black trousers or shorts Grey or navy pinafore dress or skirt White/blue checked dress Black, navy or brown shoes or trainers
HCPS PE kit	**WPS PE kit**
White t-shirt Dark blue / black shorts, leggings or jogging	Blue T Shirt Blue or black shorts or jogging bottoms

bottoms Blue or black sweatshirt or hoodie	Black or white plimsols or trainers

- No jewellery, except a watch and small earring studs, are allowed in school. It is a health and safety hazard on the playground and in PE lessons and can cause distress to the child if such jewellery is mislaid.
- Extreme haircuts, coloured hair, hair extensions and oversized hair fashion accessories are not appropriate for school. They may cause a hazard in the playground and a distraction in class.
- Make up / body art are also not appropriate for school.
- Electronic devices such as mobile telephones, communication watches or similar devices are not allowed in school. They are not covered on the school insurance and therefore, any family sending them in an overnight bag for a stay at a second home, do so at their own risk. The teacher should be made aware so that any device can be signed in at the office until the end of the day when it will be returned to the child.

Where to purchase it

- Branded items can be purchased from Uniforms Direct in Gainsborough. Non-branded items can be bought from major supermarkets or 'high-street' retailers.
- Some secondhand uniform items are kept in school. Parents / carers may purchase this uniform at a nominal cost. School is alert and sensitive to conversations with families who may need more uniform and recycled uniform may be offered to families wherever needed.

Expectations for our school communities

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 the Headteacher 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/carers are also expected to contact the Headteacher 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/carers 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/carers to arrive at a mutually acceptable outcome.

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 the Headteacher.

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 Governors

The governing board 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/carers 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 every two years by the Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information
- Anti-bullying policy
- Complaints policy