WHITINGS HILL PRIMARY SCHOOL

SCHOOL UNIFORM POLICY

Approved: June 2026

Review: June 2027

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 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 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, gender or gender reassignment
- 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 the 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 school has 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:

- Limiting any items with distinctive characteristics where possible – we only ask that the school jumper/ cardigan features the school logo.
- Avoiding specific requirements for items pupils could wear on non-school days - we do not specify requirements for coats and bags.
- Keeping the number of compulsory branded items to a minimum. From September 2026, DfE guidance asks schools to limit the number to 3 or fewer. At Whitings Hill, we only require a branded school jumper or cardigan.
- 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. This is often sold in PTA fairs but also available through our uniform supplier.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- 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 school's uniform
Dark grey school style trousers or school style skirt/ pinafore dress.
White short sleeve polo shirt – this does not have to have the school logo.
Burgundy sweatshirt or cardigan with school logo.
Burgandy fleece (optional)
Grey or White socks or grey/burgundy tights.
Black shoes (not trainers).
Dark grey short shorts for the summer.
Purple checked school style summer dress with white socks.

PE and swimming
PE bag.
Black shorts or black jogging bottoms.
White short sleeve round neck t-shirt - this does not have to have the school logo.
Black sweatshirt.
Black plimsoles or trainers (bare foot for gymnastics and dance or socks can be worn for indoor PE
Swimming costume/trunks – no bikinis or shorts.
Swimming hat.
Towel.

Where to purchase it

Our school uniform is provided by Smiths Schoolwear located at 25 Station Parade, Cockfosters Road, EN4 0DW or 223 Baker Street, Enfield, EN1 3LA.

You can place an order with them online and have the uniform delivered or you can also visit their shop in person in Cockfosters or Enfield and purchase uniform while you are there.

They also offer a 'pre-loved uniform' offer where outgrown uniform can be donated in any of their stores and families receive a £0.50 account credit per donated item. Pre-loved uniform will also then be available to purchase at a discounted price.

Free home delivery is available by entering **WHSFREEDEL** in the “apply coupon code box”.

Apart from the school jumper/ cardigan, the remaining uniform can be purchased more widely at high street retailers.

Personal Appearance and Jewellery

The school expects all pupils to present themselves in a manner that is appropriate for a primary school environment and reflects the school's values of pride, respect and readiness to learn.

Jewellery

For health and safety reasons, jewellery should be kept to a minimum.

The following items are permitted:

- One pair of small, plain stud earrings.
- A simple wristwatch - a fitness tracker without camera function is also acceptable.
- Medical alert jewellery.

All other jewellery, including rings, bracelets, necklaces, anklets, hoop earrings and dangling earrings, should not be worn in school.

Jewellery must be removed for PE, swimming and other physical activities. Where pupils are unable to remove jewellery independently, parents/carers should ensure it is removed before the school day on the relevant days. Staff are not permitted to remove or replace pupils' jewellery.

The school cannot accept responsibility for loss of or damage to jewellery brought onto the premises.

Hair

Hair should be clean, neat and appropriate for school.

- Long hair should be tied back during practical activities and whenever necessary for health and safety reasons.
- Extreme hairstyles, shaved patterns, tramlines or styles that may cause distraction are not permitted.
- Hair should be of a natural colour. Brightly coloured, dyed or tinted hair is not appropriate for primary-aged pupils.

Make-up and Nail Products

Make-up is not appropriate for primary-aged pupils and should not be worn in school.

This includes:

- Foundation, concealer, blusher and other cosmetic products.

- False eyelashes.
- Gel, acrylic or false nails.

Watches and Smart Devices

Pupils may wear a simple wristwatch.

Where smartwatches are permitted, they must be used only as a timepiece during the school day. Smartwatches with cameras, recording capabilities, messaging functions, internet access or other communication features are not permitted.

Cultural, Religious and Medical Considerations

The school recognises and respects the diverse backgrounds of its community. Reasonable adjustments will be made where appearance requirements relate to a pupil's religious beliefs, cultural practices or medical needs. Parents/carers are encouraged to discuss any such requirements with the Headteacher.

Expectations for our school community

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.

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 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 school leaders.

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.

Governors

The governing board will review this policy and make sure that it is appropriate for our school's context. 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.

Monitoring arrangements

This policy will be reviewed annually by the school and the resource committee.