LUMBERTUBS PRIMARY SCHOOL
SCHOOL UNIFORM POLICY

Reviewed by:	Education Standards Director
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Contents

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

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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 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 to get in touch with [insert staff member's name and contact details], who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 [If your school has a blazer and jumper uniform, add: for example, by only asking that the blazer, worn over the jumper, features the school logo]
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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

- Red Jumper / Cardigan
  available with school logo at https://pbuniformonline.co.uk/lumbertubs
  plain red cardigan / jumper available at any supermarket / high street store
- White Polo Shirt
  available with school logo at https://pbuniformonline.co.uk/lumbertubs
  plain white polo shirt available at any supermarket / high street store
- Plain black trousers / shorts
- Black pinafore dress / skirt
- Summer – red and white gingham dresses (optional)
- Plan black sensible shoes / trainers / boots
- **4.2 Our PE uniform**

- Plain white t-shirt
- Plain black shorts or tracksuit bottoms
- Black trainers / plimsolls
- Red school jumper / fleece

Children must remove items of jewellery for physical education (PE) lessons. All jewellery is to be removed during PE, with the exception of bracelets worn for religious reasons that cannot be removed.

- **4.3 Swimming**
  - One piece swimming costume
  - Swimming trunks (not shorts)
  - Swimming hat

Goggles can only be work in consultation with school staff / swimming instructors.

- **4.4 Jewellery**

The only permitted jewellery that may be worn is:

- One pair of stud earrings (no other piercings are permitted)
- A sensible wristwatch (not a smartwatch)

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical sessions, for example, PE lessons / swimming lessons with the exception of bracelets worn for religious reasons that cannot be removed. If children cannot remove their own earrings, then this should be done at home on the day of PE.

- **4.5 School Bag**

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold children's books and reading diaries comfortably without causing damage.

Large bags / large rucksacks are discouraged for day-to-day lessons due to space on children's pegs. School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Lumbertubs book bags can also be purchased from our school office at any time. (optional)

- **4.6 Water Bottle**

All children should bring in a water bottle into school every day; this can be refilled by children whenever necessary during the day.

Water bottles must be labelled with the pupil's name.

- **4.7 Where to purchase uniform items**

Lumbertubs Primary School uniform with the school logo on can be purchased from https://www.pbuniformonline.co.uk/lumbertubs

Other items of school uniform can be purchased at any supermarket / high street store.

A uniform swap shop is held every term so that parents can swap any uniform that children have grown out of for a bigger size. The uniform to be swapped must be in good condition.

- **4.8 Labelling**

School staff encourage good organization of clothing and footwear, for example, designated spaces for children to keep belongings in and checking of labels. However, all pupils' clothing and footwear must be clearly labelled with their name.

Clothing and footwear are the responsibility of the pupil and not the school.

If a child goes home in another child's clothing by accident, for example, their jumper, parents/carers should send the clothing not belonging to them back into school to their child's class teacher.

Any lost clothing is to be taken to the lost property box. All lost property is retained for a term and is disposed of it is not collected within this time.

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 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 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 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 the Senior Leadership Team.

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 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 Education Standards Director At every review, it will be approved by Trustees and the full governing board.

7. Links to other policies

This policy is linked to our:

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