# SUTTON PRIMARY ACADEMY

## School Uniform Policy

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| Date Approved by The Board | 4th June 2026 |
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| Reviewer | Mrs Orton |
| Date of Review | June 2026 |
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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 Human Rights Act 1998 and Equality Act 2010
- Clarify our expectations for school uniform in accordance with statutory guidance October 2025 and June 2026.

## 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:

- 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)
- All children are asked to wear a swimming hat during swimming lessons (requirement of the swimming pool)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable (though we reserve the right to ask for this to be appropriate for school)
- 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 Mrs Orton (01432 880336) 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 and offering non-branded alternatives, where possible
- 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
- Limiting any items with distinctive characteristics where possible
- 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 or school organized sporting events.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimizing the financial impact on parents
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.
- Providing opportunities to purchase 'pre-loved' uniform, collected, washed and sold at a significantly reduced price by FoSA (Friends of Sutton Academy – PTA).

## 4. Expectations for school uniform

### 4.1 Our school's uniform

*Please note the term 'branded' refers to the school logo embroidered/printed onto items of clothing.*

**School Uniform**

**Boys**

Navy school Sweatshirt/cardigan*
Sky blue school polo shirt*
Grey trousers or shorts
Black or grey socks
Black shoes

**Summer** (optional)
Grey Shorts
Black shoes or close toe sandals

**Girls**

Navy school sweatshirt/cardigan *
Sky blue polo shirt*

**Summer** (optional)
Navy and white check dress
White socks

Grey skirt, pinafore dress or trousers
Navy or grey socks or tights
Black shoes

Black shoes or closed toe sandals

**PE and Games**
Sky blue PE T shirt*
Navy short or cycle shorts*
White sports socks
Trainers
Navy tracksuit* (optional)

All items marked with an * can be purchased with or without a logo from our uniform suppliers.

No jewellery should be worn. Small stud earrings that can be removed or covered for PE are permitted and a watch (that is not a smart watch) may be worn

### 4.2 Where to purchase it

Mark 1 Total Clothing Solutions
Penn Tools
Ground Floor
Jubilee Building
Westfields Trading Estate
Faraday Road
Hereford
HR4 9NS

sales@mark1corp.co.uk

Tel 01432 350908

FoSA (Friends of Sutton Academy)
Pre-Loved uniform

Please contact Hayley Williams or Sally williams via the office.

Non-Logo school uniform and PE kit can be purchased from 'high-street' retailers

Pre-Loved uniform sales will be held throughout the school year.

## 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 a member of the office staff or Mrs E Orton (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 are also expected to contact a member of the office staff or Mrs E Orton (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 Mrs Orton (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 Local Committee Members

The Local Committee 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 annually by Mrs Orton, Headteacher. At every review, it will be approved by Sutton Primary Academy Local Committee.

## 7. Links to other policies

This policy is linked to our:

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