

Policy title	Uniform
Written by	Assistant Principal
Policy owner	Principal

Status	Finalised
Summary of change	Updated in terms of expectations and clarity of those expectations

Approval date	September 2025
Approval authority	Principal
Review date	September 2027

1. Purpose/aims

The aim of this policy is 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. Two of its key purposes will be to explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010 and clarify our expectations for academy uniform.

2. Legislation and statutory guidance

2.1 The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, disability, religion or belief, and gender reassignment.

To avoid discrimination, our academy 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 cost 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 in line with health and safety measures)
- 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 Marcus Still, Principal (01444 482524), who can answer questions about the policy and respond to any requests.

2.2 Our academy 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.

At Lindfield Primary Academy, we are very clear that the cost of uniform should not, and must not, be a barrier or cause of concern for our parents.

Lindfield Primary Academy is proud to have a distinctive uniform which allows children to feel connected and part of the community. However, the academy also ensures that there are not unnecessary costs associated with this and regularly listens to, and acts upon, parental feedback on any issue that arises. The academy also ensures that costs are broadly in line, if not below those of other local schools both within and outside the University of Brighton Academies Trust.

3. Expectations for academy uniform

3.1 Our academy uniform

The Lindfield Primary Academy uniform consists of several items. Although there are no mandatory items, the branded items are desirable if at all possible.

3.2 Branded items

- Green Lindfield Primary Academy jumper/fleece/cardigan

- Yellow Lindfield Primary Academy polo shirt
- White and green Lindfield Primary Academy PE top.

3.3 Unbranded items

- Grey trousers or shorts
- Plain grey, white or black socks
- Grey or black tights
- Grey leggings
- Green and white checkered dress/playsuit
- Grey skirt
- Green PE shorts
- Predominately black school shoes or trainer type shoes
- Predominately black or white trainers for PE and sport sessions.

3.4 Acceptable generic items

In order to remove any barrier or inequality due to costs, the following items can be used at the academy's discretion:

- Yellow polo shirt
- Dark green jumper/cardigan
- Plain white PE t-shirt.

3.5 Additional clothing

There may be some occasions/periods where additional clothing is required:

- The children in Year 3 take part in swimming activities during the summer term. Children may wear their own swimming costumes and trunks/shorts. Goggles are advised
- The children in Year 4 take part in an onsite Forest School. Warm, comfy outdoor clothes and boots children already own are suitable for this activity
- For Sports Days, children wear a t-shirt of their House team (blue, green, red or yellow). The PTA sell branded t-shirts for those who wish, although plain t-shirts in the colour of the house are sufficient
- World Book Day and Christmas Jumper Day see children dressing up in costumes or seasonal wear. There is no expectation on the scale of these outfits and dressing up is entirely optional
- During cold weather, children may wear plain black or grey jogging bottoms on their PE day. They should still wear their school jumper
- During hot weather, we would highly recommend that all children come to school with a sunhat. Branded ones can be purchased from our uniform providers however, these are not compulsory
- Year 6 children will have the opportunity to purchase 'Leavers Hoodies'. These can be worn in school instead of school jumpers and should be either green, yellow, black or grey and can be personalised with their first names only.

3.6 Jewellery

The academy recognises that some children may wear jewellery for religious, medical or personal reasons. Plain, small stud earrings, necklaces and small hair accessories are acceptable. Overtly large, dangly jewellery is not accepted as this can cause risk to the child wearing it and their peers. All jewellery is expected to be removed for PE lessons unless exemption is given by the Principal on an individual basis.

Stud earrings can be covered by tape if children cannot remove them independently or have recently had their ears pierced and, therefore, are not able to remove them at the time of the lesson.

3.7 Shoes, bags and coats

- Children should wear shoes that are predominantly black. These shoes can be 'school shoes' or trainer style shoes for comfort. Shoes for PE and academy sport activities should be provided separately wherever possible. These should be black or white plimsolls or black or white trainers
- Children are encouraged to bring a small bag to the academy daily with the items they require (such as water bottles, packed lunches, home/school communication books etc)
- Branded book bags are available for purchase but are not mandatory
- PE kits can be put in separate small draw-string bags to be hung on pegs in cloakrooms
- There are no branded coats and jackets for warmth so these can be of any type. We strongly suggest these are named to avoid them being lost.

3.8 Where to purchase uniform

Uniform for children attending Lindfield Primary Academy can be sourced from different avenues:

- Branded items can be purchased from Broadbridges or Monkhouse Uniforms (formerly Sussex Uniforms)
- All other items can be bought from local high-street retailers
- The academy regularly hosts PTA second-hand uniform sales where items can be purchased for discounted amounts. These events are publicised on the PTA Facebook page and sent to parents/carers via ParentMail
- Prior to events such as World Book Day and Christmas Jumper Day, the PTA run collections and second-hand sales to limit any costs for parents wishing their child to take part.

4. Roles and responsibilities

4.1 It is the responsibility of the Senior Leadership to:

- Ensure that uniform is available at a reasonable cost and provides the best value for money. We will do this by:
 - Carefully considering whether any items with distinctive characteristics are necessary, limiting them where possible and limiting them to low-cost or long-lasting items
 - 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
 - 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 inter-school 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 of any changes
 - Signposting families in receipt of the Pupil Premium allowance to support with uniform costs when they first start school

-Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

- Effectively communicate the contents of the policy to all staff
- Effectively communicate the contents of the policy to parents/carers and the wider school community
- Monitor the effectiveness of the policy
- Closely monitor pupils to make sure they are in correct uniform
- Provide children not wearing correct uniform with spare items that are kept in school or come from the PTA's second-hand store.

4.2 It is the responsibility of teachers to:

- Be aware of this policy and make themselves familiar with its content
- Consistently and accurately implement the policy by closely monitoring pupils to make sure they are wearing the correct uniform
- Provide children not wearing correct uniform with spare items that are kept in school or come from the PTA's second-hand store
- Give any pupils and families breaching the uniform policy the opportunity to comply
- Make Senior Leadership aware of any areas where the policy is not effective/fit for purpose so that it can be reviewed.

4.3 It is the responsibility of pupils/students (at a level appropriate to their age/ability) to:

- Wear the correct uniform at all times (other than specified non-school uniform days) while on the academy premises, travelling to and from the academy and at out-of-school events or on trips that are organised by the academy, or where they are representing the academy (if required)
- Contact Marcus Still, Principal (01444 482254) if they want to request an amendment to the uniform policy in relation to their protected characteristics (contact via parents if necessary).

4.4 It is the responsibility of parents/carers to:

- Make sure their child has the correct uniform and PE kit
- Ensure all pieces of uniform are clean, clearly labelled with their child's name and in good condition
- Contact Marcus Still, Principal (01444 482524) if they want to request an amendment to the uniform policy in relation to their child's protected characteristics and/or the cost of the uniform.

5 Procedures

5.1 The Senior Leadership Team will make all teachers aware of this policy through their communications with them. This will initially be through a professional development meeting where the details of the policy will be outlined along with the reasoning behind decisions made. The Senior Leadership Team will then ensure this policy is a part of any new teacher's induction.

5.2 Ongoing breaches of the uniform policy will involve a meeting between parents/carers and Nick Geddie, Vice Principal, over the barriers involved and the plan for addressing these.

5.3 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 There may be a very good reason why a child requires an exemption or adaptation to the academy uniform, for example, due to a protected characteristic such as disability. The academy will happily work with parents and children on a case-by-case basis to ensure that every child's needs are met.

6 Monitoring arrangements

This policy will be reviewed bi-annually by a member of the Senior Leadership Team. However, this policy may be reviewed sooner if needed. This would be in response to feedback from children, parents and/or staff. It may also be as a result of observations by the Senior Leadership Team.

We will regularly monitor the implementation by staff of this policy to ensure that it is consistently used across the Academy. Any staff that are not consistent or accurate in its implementation, will receive further support and training where necessary/appropriate.

Finally, we will regularly monitor the impact of this policy upon children and parents/carers. If necessary/appropriate, the monitoring of the policy will lead to a review.

7 Links to other policies

This policy is linked to our:

- Good behaviour policy
- Equality, information and objectives statement
- Preventing bullying policy
- Complaints policy.