Part of the Slough and East Berkshire CofE Multi Academy Trust

Lynch Hill School Primary Academy

School Uniform Policy

We Aim High, Work Hard, Care Deeply

Member of Staff Responsible	Mrs L. Tomlinson
Position	Headteacher
Reviewed	January 2026
Date of next review	January 2028

1. Aims and Overview
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 all 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

At Lynch Hill School Primary Academy we wish to promote our school strapline of 'Aim High, Work Hard and Care Deeply and create an atmosphere which encourages effort, enjoyment and a celebration of the achievements of all our pupils. The school has high standards and expectations and this is reflected in the pride we take in our school uniform and the feeling of belonging it creates. We believe that school uniform helps to prevent the inevitable loss of self-esteem caused to individual children should a family not be able or willing to provide the newest, most expensive or fashionable clothing and equipment.

A high standard of school dress reflects a good attitude to school and is really important in maintaining our high standards and good reputation. The staff and governors very much appreciate your support in ensuring that your child is dressed appropriately.

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, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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 a member of the Senior Leadership Team (SLT), 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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Considering cheaper alternatives to compulsory branded items. Please note, no part of the Lynch Hill uniform **must** be branded.
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- 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 uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Lynch Hill School Primary Academy Uniform consists of:

- Grey sweatshirt or cardigan
- Yellow polo shirts
- Mid grey straight-legged trousers or grey tailored shorts
- Mid grey skirt or pinafore
- Black, sensible, low-heeled shoes or plain black trainers.
- Plain grey, black or white socks or black, grey or white tights.
- In the Summer term, yellow and white checked dresses or culotte-style dresses are optional, along with mid-grey shorts (sweatshirt fabric or jersey material shorts are not acceptable). Those wishing to cover their legs may wear white leggings.

- **Headscarves** worn for religious reasons should be plain and grey, white or black in colour.
- **Hair styles** should be neat and tidy and promote our high standards of dress. Long hair must be tied back, off the face at all times. Children may be sent home to rectify unsuitable hair styles. There should be no extremes of style or colour and no shaved lines or patterns. Hair accessories should be discreet, plain and yellow, grey, white or black in colour.

Children will also require a PE kit:

- A plain or school yellow T shirt, black shorts/leggings and a change of black trainers for outdoor games.
- Plain black or dark grey tracksuit for outdoor games.
- A dark waterproof sports jacket is advisable for KS2 children, who are expected to participate in outdoor PE in all weathers.
- Swimming kit (Y4 and Y5) – plain swimsuit / trunks, swimming hat and goggles.
- Please note that pupils in upper KS2 may be offered additional swimming lessons if they have not reached the government required swimming standard during their time in Year 4.
- For health and safety reasons, no earrings should be worn during PE sessions

For some sports competitions, if your child is representing the school, they may be offered Lynch Hill branded sports kit for this specific event.

Please note, children are expected to have a coat and bag for school and it is imperative that these, along with all items of school uniform are named.

Nail varnish, make up and jewellery (other than jewellery of religious significance) is not allowed. Children may wear small, plain stud earrings but, for safety reasons, earrings should **NOT** be worn in PE lessons, during swimming lessons, or during any sporting competitions. Children are encouraged and reminded not to wear earrings on days when they are taking part in any of these activities. Alternatively, they should be able to remove their earrings on their own and store them safely. Taping of earrings is not permitted, apart from in exceptional circumstances which have been agreed with senior staff or as described below.

Children unable to remove earrings for the first six weeks of a new piercing will be required to make them safe by taping them, front and back, which may offer a measure of protection, but **they must** be able to remove them after the six weeks has lapsed, in line with national policy.

Children may wear small, discreet **watches** which must be removed for PE. Watches that also act as step counters can be worn during PE, if covered by a sweatband. Otherwise, children will be asked to remove them. Please note that smartwatches that have the capability to take photos, record audio or videos or receive calls and messages should not be worn in school.

4.2 Where to purchase or acquire it

- Generic school uniform can be purchased from any number of local stores, such as Tesco, Asda, Marks and Spencer or online. If you wish to purchase any uniform with the school logo, these can be purchased directly from School Days Direct Ltd. School Days Direct school uniform specialists workwear

- We also maintain a stock of pre-loved uniform. Parents can discreetly collect pre-loved items of uniform by contacting school and asking to speak to our Inclusion Officer, Mrs Bunce.

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 SLT 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 a member of SLT 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 in accordance with the school's complaints policy.

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.

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.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

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.

6. Monitoring arrangements
This policy will be reviewed every two years by the Headteacher. At every review, it will be approved by the school's governing body.

7. Links to other policies
This policy is linked to our:

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