



# Griffin Park Primary School

## Uniform Policy



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## Contents

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

### **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 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

### **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 Mr Chapman, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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:

Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 or fewer

- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and/or long-lasting items If your school has ties as part of its uniform, insert: such as ties
- Considering cheaper alternatives to compulsory 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 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

#### 4.1 Our school's uniform

At Griffin Park we pride ourselves on the smart appearance of the children. We have a lovely, easy-to-wear uniform, many items can be sourced cheaply from supermarkets with some branded items available from Whittaker's Schoolwear (Blackburn) at a fair price.

**Sweatshirt / cardigan** – burgundy-with logo from Whittakers

**Skirt** - burgundy tartan-from Whittakers

**Trousers / shorts** –grey



**Shirt / polo shirt - white**

**Black school shoes are to be worn.** Boots can be worn in winter months for outdoors yet children must change into pumps or school shoes inside school.

In the summer, girls may wear an alternative uniform of a striped or gingham red/white dress.

We expect all children to be dressed appropriately and to be clean and neat in appearance. Extreme hairstyles are not appropriate for school. Shoes should be suitable for the active times the children have in the playground (i.e. NOT with a high heel and not ones which slip off).

### **PE Kit**

For indoor PE white t-shirt, black shorts, pumps

Trainers for Games

For outdoors PE burgundy branded hoodie (from Whittakers) and black tracksuit bottoms.

### **Jewellery (This section also applies to children in nursery)**

Children are not allowed to wear jewellery at school.

The exceptions to this are a simple wristwatch for telling the time. (Smartwatches that can record or take pictures or be used to make calls are not allowed)

Earrings of any kind cannot be worn in in school. If a pupil has pierced ears, they may wear clear plastic spacers but these must be removed by the child for PE or not worn on PE days.

Additionally, we insist that children do not get their ears pierced during the school year – please do this at the beginning of the Summer holidays so that the earrings can be removed before school starts in September. This applies to children in the nursery unit

### **4.2 Where to purchase it**

You can purchase the uniform from any high street retailers apart from the jumpers, cardigans, skirts and dresses which can be purchased from:



Whittakers Schoolwear, Waterloo Pavilions, 20 – 26 Church Street Blackburn, BB1 5AL

Or

Gray's Schoolwear, 68 Northgate, Blackburn BB2 1AA

Second hand uniform is available from the school office at £1 per item.

## **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 Mr Chapman 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 Mr Chapman 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.

Ongoing breaches of our uniform policy will be dealt with by SLT

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, 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 three years. At every review, it will be approved by Curriculum Committee.

## **7. Links to other policies**

This policy is linked to our:

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

## **8. Safeguarding Statement**

At Griffin Park we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Griffin Park. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

## **9. Wellbeing Vision**

At Griffin Park we recognise the importance of emotional wellbeing. We understand that the wellbeing of our children is affected by the wellbeing of the adults they interact with, therefore it is essential that we help protect and promote the emotional health and wellbeing of each and every member of our school community.