



# **Montgomery Primary School School Uniform Policy**

**Approved by:**

**The Governing Board of Montgomery Primary School**

**Adopted on:**

**15<sup>th</sup> September 2025**

**Next review due by:**

**2026**

## **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. Montgomery Primary 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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, Montgomery Primary 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 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 Miss Way or the SENCo, who can answer questions about the policy and respond to any requests

## **3. Limiting the cost of school uniform**

Montgomery Primary 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
- Limiting items with distinctive characteristics to low-cost items
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- 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 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**

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

Parents and carers can obtain the uniform from 'high-street' retailers and supermarkets. If parents would like to purchase a school jumper with a logo these can be purchased from Stitch 2 Print or a second hand option is available from school.

#### **5. Expectations for Montgomery Primary School**

##### **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 unless stated otherwise from the school.

Pupils can contact Miss Elliott or Miss Way if they want to request an amendment to the uniform policy in relation to 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 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 Montgomery Primary 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 the school uniform policy will be managed by the 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.

### **5.4 Governors**

The governing body will review this policy and make sure that it:

- Is appropriate for Montgomery Primary 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 the Headteacher. At every review, it will be approved by the governing body.

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

This policy is linked to our:-

- Behaviour policy
- Equality statement
- Complaints policy

## **8. Our Uniform**

Purple school sweatshirt/ fleece/ cardigan with or without school logo

White or purple polo shirt

Grey or black trousers, skirt, dress or shorts

Purple check dress in Summer only

Grey/black socks or grey/black tights

Sensible **black** school shoes with a closed toe. Must have a low heel.

### **PE Uniform**

For safety reasons children must wear the correct clothing for P.E.

Black or navy blue shorts

White or purple round neck tshirt

Trainers or plimsolls

During the Winter months children may wear black or navy blue tracksuit bottoms or leggings.

Children can wear a school PE hoodie or their usual school jumper.

Children may come to school in their PE kit on their 2 PE days a week.

### **Belongings**

Jewellery is not allowed to be worn at any time, apart from watches and one pair of studs in pierced ears. Watches must not be smart watches. No dangly or hooped earrings allowed. Watches and earrings must be removed for swimming and P.E. If mobiles are brought to school they are handed in to the office in the morning.

### **Hair**

No bright coloured hair dye to be worn to school.

### **Nails**

No false nails. Nails can be painted but must be short.

### **Make Up**

No make up allowed.