



Bristol Drive

Lincoln

LN6 7UE

Uniform Policy

February 2025

This policy aims to give all members of the school community clear guidance with regard to the uniform expectations at SFH.

Policy Owner	SLT/Inclusion Team
Governing Body Committee	Development
Date Approved by Governors	February 2025
Next Review Date	February 2026 (unless required before)

If any policies are out of date, this does not mean that they are invalid. Coordinating dates of renewal, with ratification at the appropriate Governors meeting, sometimes causes delays/overlaps in renewal, but the content is still appropriate and relevant.

POLICY DEVELOPMENT

This policy has been developed in consultation with staff, pupils and parents. The consultation and policy development process involved the following steps:

1. **Review** – a member of staff or working group pulled together all relevant information including relevant national and local guidance.
2. **Staff Consultation** – all school staff were given the opportunity to look at the policy and make recommendations
3. **Parent / stakeholder consultation** – where necessary and appropriate
4. **Pupil Consultation** – where necessary and appropriate
5. **Ratification** – once amendments were made, the policy was shared with governors and ratified

ROLES AND RESPONSIBILITIES

The governing body will approve the policy, and hold the headteacher to account for its implementation

The headteacher is responsible for ensuring the policy is implemented consistently across the school

Lead teacher is responsible for reviewing the policy and supporting staff in the implementation of the policy, as well as providing support and training when required

Staff are responsible for:

- delivering and implementing the policy in all areas of school life
- monitoring progress and bringing any concerns with the policy to the attention of Senior Leadership
- responding to the needs of individual pupils and applying the policy appropriately

Pupils are expected to adhere to the contents of the policy, ensuring they are ready, respectful and safe at all times

Rational

- It is our policy that all children should wear school uniform when attending SFH, or when participating in a school organised event. We provide a complete list of items needed for school uniform in this policy.

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

The purpose of this policy is to be a guide for teachers, pupils and parents on our school expectations with regards to uniform and is based on the notion of 'look smart – act smart' and that a school uniform:

- Promotes a sense of pride in our school
- Engenders a feeling of community and belonging
- Is practical and smart
- Identifies the children with the school
- Is not distracting in class
- Makes children feel equal to their peers in terms of appearance
- Is regarded as suitable, and good value for money
- Has been designed with health and safety in mind

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:

- 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 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 related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Support pupils with sensory or physical needs to source clothing with adaptations depending on their specific needs whilst still following policy ie uniforms are made with soft fabrics that are gentle on the child's skin and do not cause them irritation, tag less and with flat seams for comfort. Adaptive school uniforms for children are designed to be easy to put on and take off because some pupils may have difficulty with fine motor skills that make it challenging for them to button or zip their clothes. Sensory friendly school uniforms use several different options like magnets or elastic waistbands that make getting dressed or undressed easier for children. These adaptations will promote inclusivity, reduce social isolation and bullying.
- 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 leadership team, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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, items with the school logo are encouraged but not necessary
- Considering cheaper alternatives to school-branded items, such as those without logos, as this doesn't compromise quality and durability
- 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 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 interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- 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 the policy

Expectations for school uniform

Our school's uniform

UNIFORM:

- Grey or black trousers, shorts, skirt or pinafore dress (Nursery only option: grey or black plain joggers, shorts or leggings)
- Grey, white or black tights or socks
- White shirt or blouse
- White or royal blue polo shirts (Nursery only option: plain white or royal blue round neck t-shirt)
- Royal blue sweatshirt / cardigan
- Royal blue gingham dress

- Sensible black shoes are to be worn by all children. They must be black, including black soles and be plain with no logos or designs. Boots, if worn in winter months, should be flat (no heels) all black and no higher than ankle height.

P.E. Kit

- Royal blue SFH PE top
 - Black shorts
 - Black plimsolls (indoor PE)
 - Trainers (outdoor PE)
 - Tracksuits may be worn for outdoor games.
- Nursery children only need indoor PE footwear, and they do not need to buy PE kit and Reception children do not take part in outdoor PE until the summer term.
- The footwear children wear for school should be appropriate for the weather and enable them to be active as we encourage outdoor learning. Winter boots / wellington boots may be worn to and from school during bad weather and can be kept in a named bag in school for outdoor use, but indoor shoes must be brought to school for use in the classrooms.
- The school allows any colour of coat and bag, but does ask that you label these, just like all other items, and consider the size of bag that is required as locker space is limited.
- **Jewellery, hair and make up**
- In addition, on health and safety grounds, we do not allow children to wear jewellery in our school. If a child wishes to have their ear(s) pierced, we ask that they wear simple studs that can be covered or removed during PE lessons. Inexpensive watches may be worn. However, if a watch is designed for taking photos, games or making disruptive noises it should not be worn for school.
- The school does not permit children to have extreme haircuts or colouring that could serve as a distraction to other children. Hair bands, clips etc. should be discreet designs, ideally in colours compatible with school colours and only used to keep hair in place. Long hair should be tied back for practical subjects, including P.E. Some hair ornaments may need to be removed for P.E. on the grounds of health and safety. Make-up and fake tattoos are not appropriate.

Where to purchase it

Our Sir Francis Hill sweatshirts and polo shirts, along with other items, can be ordered from various suppliers at reasonable prices. Items with the school logo on can be purchased from Uniform Direct. Additionally, we offer a pre-loved clothing store at affordable prices details can be found on the uniform page of our school website at <https://www.sfh.lincs.sch.uk/school-uniform-1/>

Expectations for our school community

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 the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 the 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/carers 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/carers to arrive at a mutually acceptable outcome.

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.

Acceptance of the school's uniform policy forms part of our Home-School Agreement.

Staff will closely monitor pupils to make sure they are in correct uniform. In the event of infringement of the uniform policy, in the first instance a member of staff would have a discrete discussion with the pupil or parent regarding any explanation for the infringement and any remedial action that might be required (for example, a child might be asked to change into P.E. pumps if their footwear is unsuitable for school). Staff 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.

Breaches of uniform policy

Ongoing breaches of our uniform policy will be dealt with by following the school behaviour policy. The wearing of the correct uniform at all times is the expectation so continual refusal to comply will be considered a misbehaviour and could result in a sanction. The school will communicate with the parent to try and rectify the matter, pupils would be first offered alternative compliant uniform to change into or for the parent to collect and return once the uniform breach has been remedied.

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.

The school welcomes children from all background and faith communities. If there are serious reasons eg religious objections, why parents want their child to wear clothes that differ from the school uniform, the school will look sympathetically at such requests. Similarly, should an item of clothing prove problematic or a pupil with disabilities, then parents are invited to draw this to the attention of the headteacher.

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.

Monitoring arrangements

This policy will be reviewed annually by the Headteacher and school leadership. At every review, it will be approved by Governors.

Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality policy
- Anti-bullying policy
- Complaints policy