

Waterfield Primary School



Aiming High and
Achieving Our Best

Uniform and Appearance Policy 2026

Approved by:

Date:

Last reviewed on: March 2026

Next review due by: March 2028



The Collegiate Trust
Exceptional Education for All

Waterfield Primary School

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1. Aims

At Waterfield Primary School, we believe that school uniform empowers and enables pupils. It promotes pride, belonging, equality and readiness to learn. It removes social pressure around fashion choices and supports positive behaviour and high standards.

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers best value for money
- Explain how we will avoid discrimination in line with the Equality Act 2010
- Clarify expectations for uniform and appearance
- Ensure consistency, safety and inclusion
- Support positive behaviour

This policy applies:

- During the school day
- When travelling to and from school
- On educational visits
- At school-organised events
- Where behaviour outside school may reasonably impact the school community (Section 89(5), Education and Inspections Act 2006)

This policy must be followed by all pupils and families.

2. Our School's Legal Duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination based on a protected characteristic.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex
- Ensure uniform costs the same for all pupils
- Allow all pupils to have long hair (which may be required to be tied back for safety)
- Allow pupils to style hair in a way appropriate for school
- Allow changes to swimwear for religious reasons or discomfort
- Allow headscarves and religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations
- Consider requests for reasonable adjustments case-by-case

The school recognises its legal duty under the Equality Act 2010 to prevent pupils with protected characteristics from being placed at a substantial disadvantage.

Whilst reasonable adjustments will be made, all pupils are expected to adhere to this policy and will be supported to do so.

Requests should be made to the Principal via the School Office.

3. Limiting the Cost of School Uniform

We follow statutory DfE guidance on the cost of school uniform.

We ensure that uniform:

- Is available at reasonable cost
- Provides best value for money

We do this by:

- Limiting compulsory branded items
- Restricting branded items to durable, low-cost items (e.g. sweatshirt/cardigan and PE t-shirt)
- Permitting generic (plain), unbranded alternatives wherever possible
- Avoiding specific requirements for coats and bags
- Avoiding different requirements between year groups
- Avoiding additional branded items for extracurricular activities
- Avoiding seasonal branded variations
- Making second-hand uniform readily accessible
- Minimising financial impact of changes
- Consulting with parents on significant changes

Second-hand uniform is available via the School Office and organised events. Information is published on the website.

Families experiencing financial hardship should contact the school confidentially.

4. Expectations for School Uniform

4.1 Our School's Uniform

Core Uniform

Winter Uniform

- Grey pinafore dress or skirt (knee-length)
- Grey or black tailored trousers
- Pale blue or white polo shirt
- Royal blue sweatshirt or cardigan (branded or non-branded)
- Grey, black, blue, or white socks (must be plain)
- Black, grey or navy tights



Summer Uniform

- Blue and white checked/striped dress
- Grey or black skirt (knee-length)
- Grey or black tailored shorts - *not sports shorts* (knee-length)
- Grey or black trousers
- Pale blue or white polo shirt
- Grey, black, blue, or white socks (must be plain)



Swimming Kit (*when required*)

- Appropriate swimwear: A one-piece swimsuit for girls and tight-fitting trunks or shorts for boys (not below the knee)
- Towel: Essential for drying off
- Swimming cap: Mandatory in many pools for hygiene and safety, particularly for long hair
- Named swim bag: To store kit

**If parents wish to discuss alternative swimwear, please speak to your child's Phase Lead.*

Optional or Context-Dependent Items:

- Goggles: Not typically considered essential and sometimes discouraged to help develop water safety skills. If needed, the school will require a note from a doctor or school approval
- Footwear: Sliders, flip-flops, or aqua shoes for walking to the poolside (often required)
- Hair Care: Hairbands or brushes for longer hair
- Jewellery: Must be removed, especially earrings, for safety reasons (AfPE Safe Practice 2012).

Fit, Presentation and Modesty

All clothing must:

- Be fit for purpose
- Meet standards of modesty
- Not be excessively tight (lycra shorts are inappropriate)
- Allow pupils to sit comfortably on the floor

Tight-fitting leggings or tight-fitting shorts are **not** appropriate uniform and must not be worn.

Footwear (Non-Negotiable)

All pupils must wear:

- Completely black school shoes/completely black trainers with no logos
- Low-heeled
- Plain design
- Rubber sole

Not permitted:

- Sports trainers (unless worn for PE)
- Logos or coloured detailing
- Heeled or platform shoes
- Fashion styles



PE Kit (Worn to School on PE Days)

- House-coloured t-shirt (branded or completely plain)
- Plain black or navy sports shorts
- Plain black or navy jogging bottoms (cold weather)
- Plain black or navy jumper or zip-up hoodie
- Suitable trainers (any colour, no large logos)

Not permitted:

- Football kits
- Branded teamwear
- Large logos
- Fashion sportswear



PE kit forms part of school uniform and must comply with this policy.

Early Years

- School jumper or cardigan (branded or plain)
- Black or navy jogging bottoms
- Black school shoes (no logos)
- Named wellies kept in school
- White/pale blue polo shirt

Jewellery, Nails and Make-Up

Jewellery is not permitted except:

- One pair of small, plain stud earrings

Earrings must be removed for PE and swimming. Staff cannot remove earrings.

Not permitted:

- Bracelets (except medical alert bracelets – medical evidence required)
- Rings
- Necklaces
- Smart watches
- Anklets

Nails:

- No nail varnish (including gel/acrylic nails)
- No false nails

Make-up is not permitted.

If worn, pupils will be asked to remove it and parents contacted.

Hair and Appearance

Hair must be:

- Neat
- Natural in colour
- Suitable for school

Not permitted:

- Unnatural colours
- Extreme styles
- Shaved patterns

Accessories must be plain blue or black.

Long hair must be tied back (plain colour hair ties only)

Religious Dress

Religious headwear:

- Plain black, blue, or white
- Face fully visible
- Removed for PE if required to do so for health and safety reasons

Requests considered sympathetically.

Non-Compliance

If incorrect uniform is worn:

- A loan item may be provided
- Parents will be contacted
- Repeated breaches → meeting with Senior Leaders

Sanctions will be proportionate and mindful where financial hardship is suspected. Pupils will not miss classroom teaching due to sanctions.

Persistent refusal to comply may be managed under the Behaviour Policy.

5. Expectations for Our School Community

Pupils

Must wear correct uniform:

- On site
- Travelling to and from school
- At school events

Parents/Carers

Must ensure uniform is:

- Clean
- Named
- In good condition

Must contact the school for:

- Equality-based amendments
- Financial hardship concerns

Complaints handled under the Complaints Policy.

Staff

Will:

- Monitor compliance
- Apply expectations consistently
- Take a considerate approach where hardship is suspected
- Escalate persistent breaches

Governors

Will ensure that the policy:

- Is appropriate and lawful
- Is implemented fairly
- Prioritises cost and value
- Takes account of parent and pupil views

6. Monitoring Arrangements

Reviewed biannually by SLT.

Approved by the Local Governing Committee.

7. Links to Other Policies

- Behaviour Policy
- Equality Information and Objectives Statement
- Anti-Bullying Policy
- Complaints Policy

Final Statement

At Waterfield Primary School, uniform is not simply clothing.

It is a visible symbol of:

- Pride
- Belonging
- Equality
- Safety
- Readiness to learn

By adhering to this policy, we ensure that every child can aim high and achieve their best.