

Kempshott Junior School

Uniform Policy

Policy Ratified by Governing Body		
Date of Review	Summer Term 2026	Amended
Date of Next Review	Summer Term 2029	3 yearly

Safeguarding Statement:

At Kempshott Junior School 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 Kempshott Junior School. 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.

1. Aims

This policy aims to:

The purpose of this policy is to clarify and formalise existing uniform expectations and does not introduce significant changes to the current school uniform requirements

The policy sets 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 protected characteristics including age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, Kempshott Junior School will:

- Avoid listing uniform items based on sex.
- Ensure the cost of the uniform is the same for all pupils.
- Allow all pupils to have long hair, although long hair may need to be tied back for health and safety reasons.
- Allow pupils to style their hair in a way that is appropriate for school and makes them feel comfortable.
- Allow pupils to wear headscarves and other religious garments.
- Make reasonable adaptations to uniform requirements for pupils with sensory, medical or physical needs.
- Consider requests for reasonable adjustments on a case-by-case basis.
- Parents and carers wishing to discuss adaptations to the uniform policy should contact the Headteacher.

3. Limiting the Cost of School Uniform

Kempshott Junior School recognises that school uniforms represent a significant expense for some families. We are committed to ensuring that our uniform is affordable and provides the best value for money.

We will do this by:

- Limiting compulsory branded items to a royal blue sweatshirt or cardigan displaying the school logo.
- Ensuring that all other uniform items can be purchased from a range of retailers.
- Avoiding requirements for branded coats, bags, shoes or PE equipment.
- Ensuring that uniform requirements are practical and durable.
- Making second-hand uniform available wherever possible.
- Consulting with parents before making any significant changes to uniform requirements.
- Reviewing the policy regularly to ensure costs remain reasonable.

4. Expectations for School Uniform

4.1 Our School Uniform

At Kempshott Junior School we believe that school uniform promotes a sense of pride, belonging and equality and helps pupils feel part of our school community.

Everyday Uniform

Required items

- Royal blue sweatshirt or cardigan with school logo
- White polo shirt
- Grey skirt, pinafore dress, culottes, trousers or shorts
- Black, grey or white socks or tights
- Sensible black footwear suitable for school activities and play

Optional Summer Uniform

- Light blue and white gingham dress or playsuit

PE Kit

- White T-shirt
- Dark blue or black shorts, cycling shorts or skort
- Plain dark blue or black sweatshirt
- Plain dark blue or black jogging bottoms
- Trainers or plimsolls suitable for physical activity

Jewellery

For health and safety reasons:

- A wristwatch may be worn.
- One pair of small plain stud earrings may be worn.
- Earrings must be removed or covered for PE and sporting activities.
- No other jewellery should be worn unless required for religious or medical reasons.

Hair

Long hair should be tied back when appropriate.

Hairstyles should be suitable for a primary school environment.

Extreme hairstyles or colours are not permitted.

Hair accessories should be practical and appropriate for school.

Footwear

Footwear should:

- Be safe, practical and suitable for active play.
- Provide adequate support for running and physical activity.

Open-toed sandals, high heels and footwear presenting a health and safety risk are not appropriate.

Additional Clothing

Pupils should bring a suitable coat during colder or wetter weather.

Branded school coats, bags and accessories are not required.

4.2 Where to Purchase Uniform

Branded uniform items are available from: **Skoolkit**

All non-branded items may be purchased from supermarkets, department stores or other retailers.

Second-Hand Uniform

The school supports the use of second-hand uniform and will make information available regarding the purchase or exchange of pre-loved uniform through school communications and the school website.

Families experiencing financial difficulty are encouraged to contact the school confidentially so that support can be explored.

5. Expectations for Our School Community

5.1 Pupils

Pupils are expected to wear the correct school uniform at all times (except for authorised non-uniform days) while:

- On the school site.
- Travelling to and from school.
- Representing the school at events and visits when required.

Pupils may request adjustments to uniform requirements where these relate to protected characteristics under the Equality Act 2010.

5.2 Parents and Carers

Parents and carers are expected to ensure that their child:

- Wears the correct uniform.
- Brings the appropriate PE kit.
- Has clothing that is clean and in good condition.
- Has all items clearly named.

Parents and carers should contact the school if:

- Their child requires adjustments to uniform expectations.
- They experience difficulty in meeting uniform requirements.

Any concerns relating to uniform should be raised through the school.

5.3 Staff

Staff will:

- Promote high expectations regarding uniform.
- Apply this policy fairly and consistently.
- Work sensitively with families where financial hardship or individual circumstances affect compliance.
- Ensure that pupils are not removed from learning as a result of uniform issues.

Where concerns persist, staff will work with parents and carers to achieve a positive resolution.

5.4 Governors

The Governing Board will:

- Review this policy regularly.
- Ensure the policy reflects the needs of the school community.
- Consider the views of parents, carers and pupils.
- Ensure that the school's uniform requirements remain appropriate, practical, inclusive and affordable.
- Monitor the impact of the policy on families.

6. Monitoring Arrangements

This policy will be reviewed every three years, or sooner if required by changes in legislation, guidance or school circumstances.

The review will be led by the Headteacher and approved by the Governing Board.

7. Links to Other Policies

This policy is linked to:

- Behaviour Policy
- Equality Information and Objectives
- Anti-Bullying Policy
- Complaints Policy
- Health and Safety Policy
- SEND Policy