



FAIRFIELD
COMMUNITY PRIMARY SCHOOL

OUR MISSION

To nurture confident, knowledgeable, and articulate young learners who are fluent readers, resilient in the face of challenges, and guided by empathy and respect in all they do.

UNIFORM POLICY

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To be reviewed by:	As and when guidance changes
Version:	1



Symphony Learning
TRUST

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One-page summary

At Fairfield Community Primary School, we believe that a simple, inclusive, and affordable school uniform supports pride, belonging, and equality across our community. Our policy reflects legal responsibilities, best practice, and our school's commitment to inclusion, safety, and well-being.

Our uniform policy is designed to:

- Promote pride and school identity.
- Be practical, smart, and inclusive for all pupils.
- Minimise social and economic differences.
- Prioritise safety, comfort, and safeguarding.
- Remain affordable and sustainable.
- Comply with legal guidance including the Equality Act 2010 and DfE statutory guidance.

Uniform expectations

- Navy jumper/cardigan (no hoods)
- Light blue polo shirt or shirt
- Black trousers or skirt
- Smart black shorts (not cargo/PE style)
- Plain black shoes or trainers (no logos)
- Optional: School fleece (logoed, no hood)
- Blue & white checked dress (optional)

P.E. Kit

- Plain white t-shirt
- Plain black shorts
- Plain black joggers
- Black or navy jumper/fleece/jacket
- Trainers or plimsolls

Other Requirements

- Uniform must be logo-free except for the optional school fleece.
- Hair below shoulders must be tied back.
- No make-up, nail varnish, tattoos, or shaved designs.
- Jewellery limited to stud earrings (must be removed for PE).
- No smartwatches or mobile phones (unless handed in for safeguarding).

Inclusion and Adjustments

We are committed to making reasonable adjustments for pupils with **SEND**, cultural or **religious requirements**, or **protected characteristics**. Parents/carers can request adjustments in writing, which will be considered by the Headteacher and Governing Body.

Aims and values

This policy supports the school's wider vision and values.

A consistent and inclusive uniform helps promote pride in the school community and encourages pupils to approach learning with confidence, self-respect, and a shared sense of purpose. Where relevant, our values of **respect**, **resilience**, and **empathy** underpin the way uniform expectations are applied—particularly in making reasonable adjustments, supporting families, and encouraging mutual understanding.

This uniform policy aims to:

- Promote pride in appearance and a shared sense of school identity.
- Establish a consistent and inclusive approach to uniform across the school community.
- Ensure the uniform is practical, smart, and accessible for all pupils.
- Minimise social and economic differences among pupils to support equality.
- Prioritise pupils' health, safety, and safeguarding through appropriate clothing expectations.
- Keep uniform affordable and promote sustainable practices, including the use of second-hand items.
- Provide clarity on required items, permitted variations, and prohibited clothing or accessories.
- Outline fair and consistent procedures for supporting families and addressing non-compliance.
- Reflect statutory guidance and best practice, including guidance from the Department for Education, Ofsted expectations, and duties under the Equality Act 2010.
- Support the school's wider vision and values by contributing to a positive, respectful, and inclusive school culture.

Legal, ethical and inclusive commitments

Fairfield Community Primary School is committed to ensuring that our uniform policy is fair, inclusive, and legally compliant. We will always act reasonably and sensitively in meeting the medical, cultural, religious, or accessibility needs of our pupils.

- Reasonable adjustments will be made for pupils with special educational needs and disabilities (SEND), and for those with protected characteristics under the Equality Act 2010.
- Parents and carers may request adjustments in writing, which will be carefully considered by the Headteacher and Governing Body on a case-by-case basis.

Affordability and access

We are committed to ensuring that no pupil is disadvantaged by our uniform requirements.

- Uniform items can be purchased online at www.myclothing.com, from a range of high street retailers, or directly from the school office.
- Logoed items are optional and kept to a minimum to reduce cost.
- A second-hand uniform service is available via the School Office.
- Parents or carers experiencing financial difficulty are encouraged to contact the Headteacher in confidence. Discreet support will always be considered to ensure every child has access to suitable school clothing.

Consultation and Review

We value the views of our school community and are committed to maintaining an inclusive approach to uniform policy.

- Pupils, parents, and carers will be consulted on any significant changes to the uniform.
- The policy is reviewed at least every five years—or sooner if needed—with particular attention to inclusion, affordability, sustainability, and equality.

Uniform guidelines

Winter

- Navy blue sweatshirt, jumper or cardigan (no hoods)
- Navy blue fleece with the school logo (optional, no hoods)
- Light blue polo shirt or shirt
- Black trousers or skirt
- Black shoes (velcro preferred until independent with laces). **Shoes must be safe—no heels or platform soles.**
- Plain black trainers may be worn (no logos/contrast)
- Plain black or dark socks
- Tights/leggings for those wearing skirts **but cycling shorts/leggings must be not be worn as shorts/trousers**

Summer

- Smart black shorts may be worn (not PE/cargo-style shorts)
- Blue and white checked summer dresses (optional)
- White socks (with dresses/skirts)
- No open-toed shoes

Whole School

- Uniform should be **logo-free**, except for the school logo.
- All clothing must be **labelled with the child's name**.

P.E. Kit

- White t-shirt (no logos, vests or crop tops)
- Black shorts
- Trainers/plimsolls (not uniform trainers)
- Black or grey jogging bottoms (outdoor PE)
- Pupils may wear **long-sleeved tops or full-length leggings underneath shorts** for **religious, cultural, or sensory reasons**, provided these are plain and safe for physical activity.

Swimming Kit

- Girls: one-piece costume
- Boys: trunks/shorts
- A swim shirt if this is preferred
- Long hair must be tied back
- Goggles permitted with written request

Jewellery and accessories

- Only **stud earrings** may be worn and must be removed for PE/swimming. Pupils must provide and apply their own tape for earrings if needed.
- **Medical/religious bangles** are permitted
- Staff will not take responsibility for jewellery

General appearance

- No nail varnish, make-up, or tattoos
- Hair below the shoulders must be tied back

Items that are not permitted

To ensure safety, equality, and focus on learning, the following items are not permitted in school:

- **Smartwatches and mobile phones are not permitted.** If brought for safety reasons, mobile phones must be handed in at the start of the day and collected at home time.
- Bracelets, rings, or any jewellery apart from stud earrings (unless for religious reasons)
- Leggings or short-style leggings/cycling shorts worn as trousers
- Leggings or cycling shorts may be worn **only underneath a skirt or dress**, not on their own
- High-heeled or platform shoes

General appearance

- No nail varnish, make-up, or tattoos
- Hair below the shoulders must be tied back

Non-compliance procedure

Our approach to non-compliance with the uniform policy is intended to be respectful, supportive, and solution-focused.

If a pupil is not wearing the correct uniform:

1. **Initial reminder** – A staff member will give a verbal reminder and record the concern.
2. **Follow-up** – If the issue is not resolved by the following Monday, a message will be sent home to parents or carers.
3. **Further action** – If concerns persist, the Headteacher or Assistant Headteacher will contact the family directly to offer support and work together to resolve the issue.

We aim to understand the reasons behind non-compliance and offer appropriate assistance where needed, especially in cases of financial difficulty or additional needs.

Roles and Responsibilities

Governing Board

- Ensure the uniform policy is compliant with the Equality Act 2010, DfE guidance, and other relevant legislation.
- Approve the policy and oversee its review every five years (or sooner if required).
- Consider and decide on formal requests for reasonable adjustments based on disability, religion, culture, or other protected characteristics.
- Monitor the impact of the policy, particularly in terms of inclusion, affordability, and equal access.

Head teacher

- Implement and oversee the day-to-day application of the uniform policy.
- Ensure all staff understand and follow the policy consistently.
- Consider parental requests for reasonable adjustments on a case-by-case basis.
- Communicate clearly with parents, carers, and staff about uniform expectations.
- Ensure support is offered to families facing financial hardship or other barriers to compliance.
- Lead on consultations for significant changes to the policy.

Teaching staff

- Model adherence to the uniform expectations through professional appearance and behaviour.
- Monitor pupils' compliance in a supportive and respectful way.
- Issue verbal reminders where appropriate and follow up with next steps as outlined in the policy.
- Record and report ongoing concerns to senior leadership.
- Support the inclusion of pupils with adjustments made for SEND or protected characteristics.

Parents and Carers

- Ensure their child attends school each day wearing the correct uniform as outlined in the policy.
- Clearly label all uniform items with the child's name.
- Engage with the school regarding any challenges in obtaining or maintaining the required uniform.
- Submit written requests for adjustments due to medical, cultural, or religious reasons, where necessary.
- Respond to communication about non-compliance in a timely and constructive way.

Pupils

- Wear the school uniform with pride and in accordance with school expectations.
- Take responsibility for their own uniform, including ensuring items are kept tidy and labelled.
- Communicate respectfully with staff if they are unable to follow the policy for any reason.
- Seek help from a trusted adult if they need support with uniform-related issues.

School Office

- Coordinate the second-hand uniform system and provide access to affordable items.
- Handle queries from parents or carers about purchasing, availability, or financial assistance.
- Maintain up-to-date information on uniform suppliers and purchasing options.

Monitoring and review

- The impact of this policy is monitored by the Headteacher and Governing Board.
- All formal requests for reasonable adjustments are considered by the Headteacher and Governors in line with legal duties.
- This policy is published on the school website and formally reviewed every five years—or sooner if necessary—to ensure it remains inclusive, fair, and aligned with statutory guidance.

We remain committed to ensuring that no pupil is disadvantaged by our uniform policy. For support or further information, please contact the School Office or the Headteacher.

Key legislation and guidance

Key legislation and guidance was used to write this policy to ensure it meets all statutory requirements and best practice. This includes, but is not limited to:

- **Children and Families Act 2014**
- **Department for Education (DfE) – Behaviour in Schools: Advice for Headteachers and School Staff (2022)**
- **Department for Education (DfE) – Cost of School Uniforms: Statutory Guidance for Schools (2021)**
- **Department for Education (DfE) – Guidance: School Uniform (2021)**
- **Department for Education (DfE) – Suspension and Permanent Exclusion from Maintained Schools, Academies and Pupil Referral Units in England, including Pupil Movement (2023)**
- **Equality Act 2010**
- **Equality and Human Rights Commission (EHRC) – Technical Guidance for Schools in England (2014)**
- **Human Rights Act 1998**
- **Ofsted – Education Inspection Framework (EIF) (Updated 2023)**
- **Public Sector Equality Duty (Equality Act 2010, Section 149)**
- **SEND Code of Practice: 0 to 25 Years (2015)**
- **United Nations Convention on the Rights of the Child (UNCRC)**

It reflects the **Equality Act 2010** by avoiding direct and indirect discrimination and by committing to reasonable adjustments for pupils with SEND or protected characteristics. The policy upholds the principles of the **Public Sector Equality Duty**, promoting fairness, reducing barriers to participation, and fostering a sense of belonging. In line with the **DfE’s Statutory Guidance on the Cost of School Uniforms (2021)**, the policy prioritises affordability by minimising branded items, offering second-hand options, and allowing uniform to be purchased from a range of providers. It also aligns with the **SEND Code of Practice** and **Children and Families Act 2014** by ensuring flexibility and sensitivity in responding to individual needs. The policy supports safeguarding and behaviour expectations consistent with the **DfE Behaviour in Schools Guidance (2022)** and the **Education Inspection Framework**, while also respecting pupils’ rights to cultural and religious expression, as advised by the **EHRC** and reflected in the **Human Rights Act 1998** and **UNCRC**. Together, these measures ensure the uniform policy is fair, supportive, and legally compliant.

