

# FENISCOWLES PRIMARY SCHOOL

## Uniform and Appearance Policy

2026-27

*Endeavour • Respect • Integrity • Safety • Inclusion • Forgiveness*

*Striving for Excellence*

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| Policy status      | Detail                                                                                |
|--------------------|---------------------------------------------------------------------------------------|
| Policy status      | School policy incorporating statutory requirements and guidance (Version 2 – revised) |
| Responsible body   | Governing Body                                                                        |
| Responsible leader | Headteacher                                                                           |
| Approval date      | For approval – Autumn Term 2026                                                       |
| Review date        | September 2028, or earlier if guidance changes                                        |

### Core principle

High expectations and affordability are not competing aims. The school will maintain clear standards while working sensitively with families where cost, disability, medical need, religion, culture or other individual circumstances require flexibility.

## 1. Purpose and principles

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Feniscowles Primary School believes that school uniform can strengthen belonging, pride and a shared sense of community. Our uniform should be smart, practical, inclusive and affordable. It should support pupils to learn, play and participate fully in school life without creating unnecessary cost or barriers for families.

The school will apply this policy consistently and proportionately. Uniform expectations will never be used in a way that unlawfully discriminates, prevents reasonable adjustments, or creates an avoidable barrier to attendance or participation. No pupil will be required to wear a uniform item associated with a gender they do not identify with.

## 2. Legal and guidance framework

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This policy has been developed with regard to the following legislation and guidance:

- Department for Education statutory guidance: Cost of school uniforms (updated 6 July 2026).
- Department for Education guidance: Developing school uniform policy (updated 6 July 2026).
- Department for Education guidance: Procuring school uniform supplies (updated 6 July 2026).
- Education Act 1996, as amended by the Children's Wellbeing and Schools Act 2026, including the legal limit on compulsory branded uniform and PE kit items from 1 September 2026.
- Equality Act 2010, including the duty to make reasonable adjustments for disabled pupils and to avoid unlawful direct or indirect discrimination.
- Human Rights Act 1998.
- Equality and Human Rights Commission guidance on preventing hair discrimination in schools.
- The school Behaviour Policy, Attendance Policy, Complaints Policy and arrangements for supporting pupils with medical needs and SEND.

The governing body determines the school uniform and appearance requirements and has regard to the statutory guidance on cost and affordability.

### **3. Affordability and branded items**

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Feniscowles Primary School gives high priority to affordability and value for money. Families should be able to obtain the great majority of uniform items from supermarkets, high-street retailers or other suppliers of their choice.

- The school limits compulsory branded items to the minimum necessary and remains within the statutory maximum of three compulsory branded items for primary pupils. Currently two items are compulsory and branded: the grey jumper/cardigan (Section 4) and the PE T-shirt/top (Section 5).
- The only compulsory branded school-uniform item is the grey Feniscowles jumper or cardigan bearing the school badge (either garment may be worn – both are not required).
- Plain red polo shirts are permitted and do not need to carry the school badge.
- The Feniscowles PE T-shirt/top bearing the school logo is compulsory for all pupils (Section 5). This is the second of the school's two current compulsory branded items and keeps the school within the statutory maximum of three. All other PE items are plain and generic.
- The school will run a competitive tendering exercise for exclusive-supply branded items at least every three years, and will seek to make each compulsory branded item available from more than one supplier wherever practicable, in line with DfE guidance on procuring school uniform supplies.
- The school will periodically review supplier arrangements, quality, durability, sustainability and value for money.
- An estimated total cost of a full school uniform and PE kit will be published alongside the uniform list on the school website, so families can budget in advance.

- Families experiencing difficulty with uniform costs are encouraged to contact school. Support will be handled sensitively and confidentially.

## 4. School uniform

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Pupils may wear any appropriate combination of the approved items below. Items are not assigned by sex or gender.

| Item               | Expectation                                                                             | Branded?         |
|--------------------|-----------------------------------------------------------------------------------------|------------------|
| Jumper or cardigan | Grey Feniscowles jumper or cardigan (either – not both required).                       | Yes – compulsory |
| Polo shirt         | Red polo shirt. Plain or badged versions are acceptable.                                | No               |
| Trousers / shorts  | Plain grey.                                                                             | No               |
| Skirt / pinafore   | Plain grey.                                                                             | No               |
| Socks / tights     | Plain grey, black or white. School-style grey socks with red detail are also permitted. | No               |
| Summer option      | Red-and-white gingham summer dress or other school-approved summer option.              | No               |
| Footwear           | Entirely black, practical, secure and suitable for active school use. See Section 6.    | No               |

Coats and other outdoor clothing should be suitable for the weather. The school does not require a branded coat.

## 5. PE kit

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PE kit should be practical, safe and suitable for indoor and outdoor physical activity. The following items may be mixed and matched as appropriate:

- Feniscowles PE T-shirt or top bearing the school logo (compulsory).
- Black shorts (plain, generic).
- Black joggers (plain, generic).
- Black or grey sports sweatshirt (plain, generic).
- Black or white trainers with non-marking soles, or black PE pumps where appropriate.

Only the PE T-shirt/top is a compulsory branded item. Every other PE garment is plain and generic and may be purchased from any retailer, including footwear.

## 6. Footwear

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School footwear must be entirely black, sturdy, secure on the foot and suitable for walking, running and active playground use. It should have a flat, gripped sole and covered toes.

- Suitable examples include traditional school shoes and smart black trainer-type school shoes with no prominent branding.
- Fashion trainers, brightly branded footwear, high heels and footwear that is insecure or unsuitable for active play are not permitted.
- Boots are not part of the normal indoor school uniform. Weather-appropriate outdoor footwear may be agreed where conditions or individual needs justify it.

Any visual footwear guide published by the school is illustrative rather than exhaustive. Where there is uncertainty, families should contact school before purchasing.

## **7. Jewellery and watches**

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For safety, security and practicality, jewellery should be kept to a minimum.

- Pupils may wear one pair of small, plain gold or silver stud earrings.
- Hoops, drop earrings, stones, novelty shapes, rings, anklets and bracelets are not normally permitted.
- A simple analogue or digital watch is permitted. Smartwatches, camera-enabled watches and watches with games, messaging or internet functions are not permitted.
- All jewellery must be removed for PE and sporting activity where required for safety. Pupils should be able to remove and replace their own earrings. Where they cannot do so, earrings should not be worn on PE days.
- Reasonable exceptions will be made for religious, cultural or medical items. The school will work with families to identify a safe and proportionate arrangement where an item creates a health or safety consideration.

## **8. Hair and hair accessories**

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Hair expectations are intended to support safety, practicality and a smart school appearance. They must not discriminate against pupils because of race, religion, disability or any other protected characteristic.

- Hair accessories should normally be small, simple and in school colours: grey, white, black or red.
- Soft fabric accessories are encouraged. Large novelty accessories or hard, bulky items that may create a safety issue are not normally permitted.
- Hair should be worn in a way that is safe for learning, play, PE and practical activities. Long hair may need to be tied back for some activities.
- Shaved words, symbols or novelty designs are not normally permitted.
- Artificial hair colouring used primarily as a novelty or fashion statement is not normally permitted. Individual circumstances will always be considered.

The school respects hairstyles and head coverings associated with race, culture, religion and identity. Hairstyles including Afro-textured hair, braids, cornrows, twists, locks and protective styles will not be prohibited simply because of their cultural or racial association. Any restriction must be objectively justified, proportionate and applied lawfully.

## **9. Equality, religion, culture and reasonable adjustments**

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The governing body and school leaders will apply this policy in accordance with the Equality Act 2010 and Human Rights Act 1998.

- Religious dress, head coverings and items of religious significance will be accommodated wherever reasonably possible.
- The school will consider requests linked to culture, religion or belief on an individual basis and will seek dialogue with the family before reaching a decision.
- Requests relating to gender identity will be considered under this section; no pupil will be disadvantaged for wearing the uniform item appropriate to their gender identity.
- Pupils with disabilities, sensory processing differences, medical conditions or other SEND may require alternative fabrics, fastenings, footwear or clothing arrangements. Reasonable adjustments will be agreed where required.
- No pupil will be disadvantaged because an adjustment means that their uniform looks different from that of other pupils.
- Where health and safety creates a genuine restriction, the school will seek the least restrictive suitable alternative.

## **10. Second-hand uniform and financial support**

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The school makes good-quality second-hand uniform available to families. Clean, usable items donated by families are redistributed free of charge through regular uniform swaps and may also be requested through the school office.

- Information about how to access second-hand uniform will be published on the school website and communicated to families.
- Families do not need to explain or evidence financial hardship in order to request pre-loved uniform.
- The school will seek to avoid stigma and will handle requests discreetly.

## **11. Attendance, temporary flexibility and participation**

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Incorrect, unavailable or unclean uniform should not become an avoidable barrier to school attendance or participation in lessons, clubs, visits or PE.

- Where a pupil arrives in incorrect uniform, staff will first establish whether there is a practical, financial, medical, SEND, religious or other barrier.
- The school may offer temporary flexibility, loan items or second-hand uniform while the issue is resolved.
- Pupils will not be routinely sent home solely because of incorrect uniform.
- Uniform will not be used as a means of informal or unofficial exclusion. Any decision to send a pupil home must follow the school's formal exclusion procedures, not this policy.
- Any response will take account of the pupil's age, circumstances, safeguarding, attendance and the need for consistency.

## 12. Responding to concerns about uniform

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Uniform expectations form part of the school's wider standards and behaviour framework. The emphasis will be on correction, support and partnership with families rather than punishment.

1. A quiet reminder or conversation with the pupil, where appropriate.
2. Contact with parents or carers if the issue is repeated or requires adult support.
3. Consideration of affordability, SEND, disability, medical need, religion, culture or other relevant circumstances.
4. Practical support, loan uniform, second-hand uniform or a reasonable adjustment where appropriate.
5. An agreed timescale for returning to the expected uniform where no adjustment is required.
6. Behaviour consequences only where there is deliberate and persistent refusal to follow a reasonable school expectation after support and individual circumstances have been considered.

Where a parent or carer disagrees with a decision made under this policy, they may raise this through the school's Complaints Policy.

## 13. Responsibilities

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### **The governing body will:**

- determine and periodically review the uniform policy;
- ensure compliance with the statutory limit on compulsory branded items;
- have regard to DfE statutory guidance on affordability and value for money;
- ensure competitive tendering arrangements are in place for exclusive branded-item supply contracts;
- commission an equality impact assessment before significant changes to uniform requirements;
- consider equality implications and the views of parents and pupils when significant changes are proposed;
- ensure suitable arrangements exist for second-hand uniform and supplier oversight.

### **The Headteacher will:**

- implement the policy consistently and proportionately;
- ensure reasonable adjustments and equality considerations are addressed;
- ensure uniform does not become an avoidable barrier to attendance or participation;
- ensure the published uniform list includes an estimated total cost for families;
- keep families informed about expectations, suppliers and support.

### **Parents and carers are asked to:**

- support the school's uniform expectations;

- label clothing and belongings clearly;
- contact school if cost, fit, sensory, medical, religious or other issues make an item difficult to wear;
- avoid purchasing uncertain items before checking with school where necessary.

**Pupils are expected to:**

- wear the agreed uniform with pride;
- look after their clothing and belongings;
- follow reasonable safety requirements for PE and practical activities;
- speak to an adult if an aspect of uniform is causing difficulty.

## 14. Consultation, publication and review

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The school will actively consider the views of parents, carers and pupils when making significant changes to uniform. This includes affordability, comfort, practicality, equality and accessibility. Significant changes will be accompanied by an equality impact assessment.

The current policy will be published on the school website and made available to prospective families. The website will clearly explain which items are compulsory, which are optional, which are branded, the estimated total cost of a full uniform, and how families can access second-hand uniform. The policy and uniform list will be made available in accessible formats or community languages on request.

The governing body will review this policy by September 2028, or earlier where there is a significant change in legislation, DfE guidance, supplier arrangements or school circumstances.

## Appendix A: Quick uniform guide

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| Expected                                                                                               | Not normally permitted                                                                                         |
|--------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Grey badged jumper/cardigan; red polo; grey bottoms; branded PE T-shirt/top.                           | Additional compulsory branded items beyond the jumper/cardigan and PE top, or unnecessary specialist garments. |
| Entirely black, secure school footwear with grip.                                                      | Brightly branded fashion trainers, high heels or insecure footwear.                                            |
| Small plain stud earrings and a simple watch.                                                          | Hoops, novelty jewellery, smartwatches or camera/game-enabled watches.                                         |
| Small simple hair accessories in school colours.                                                       | Large novelty accessories or unsafe hard/bulky items.                                                          |
| Hairstyles that are safe and practical, including culturally or racially associated protective styles. | Novelty shaved words/symbols or arrangements that create a genuine safety risk.                                |
| Reasonable adjustments for disability, SEND, medical, religious or cultural needs.                     | Blanket rules applied without consideration of individual circumstances.                                       |

## Appendix B: Key references

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- Department for Education, Cost of school uniforms: statutory guidance, updated 6 July 2026.
- Department for Education, Developing school uniform policy, updated 6 July 2026.
- Department for Education, Procuring school uniform supplies, updated 6 July 2026.
- Equality and Human Rights Commission, Preventing hair discrimination in schools.
- Equality Act 2010; Human Rights Act 1998; Education Act 1996 as amended by the Children's Wellbeing and Schools Act 2026.