



BENTLEY NEW VILLAGE PRIMARY SCHOOL

UNIFORM POLICY

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Role:	Headteacher
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Revision Date	Revision Version	Date approved by Governors and committee	Summary of Changes
March 2024	1	SLT March 2024	Annual Review of Previous Policy
March 2026	2	SLT	Review of Policy

School vision

Together, we will create a calm and welcoming learning environment and work together to secure success for all. We will strive to create a safe, caring, supportive and inclusive school. Our school will equip pupils with the skills that society and the local community demand. We will value the knowledge and learning that children need to look after themselves, their families and their mental and physical wellbeing. We will teach the whole child to create lifelong learners and proactive citizens.

Ethos

1. All children can learn; all staff and pupils recognise the value of learning.
2. Staff at Bentley New Village have consistently high expectations of children’s learning potential, attitudes and behaviour and take shared responsibility for this across school.
3. Learning happens across the school day — inside and outside the classroom.
4. Children will be taught how to learn and to become outstanding learners.
5. Consistently challenging, engaging and empowering teaching supports excellent learning and helps every child to fulfil their potential.
6. Staff will value every child’s contribution and create a learning environment that brings out their full potential.
7. Rigorous monitoring, evaluation and accurate analysis of teaching are essential to improving practice.
8. Learning at Bentley New Village will develop skills that last a lifetime.
9. We are committed to continuous professional development for all staff.
10. All children will be encouraged to develop as individuals, with their creativity, talents and uniqueness celebrated.

School values

Determination — Resilience — Tolerance — Cooperation — Creativity — Curiosity

Our mission statement, **“What Challenges us, Changes us”**

Contents

1. Aims	3
2. Our school’s legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	4
4.1 Our school’s uniform.....	4
4.2 PE Kit	4
4.3 Swimming Kit	5
4.5 Extreme Hairstyles	5
4.6 Make-up.....	5
4.7 Nail Varnish	5
4.8 Bags and Coats	5
5. Expectations for our school community	5
5.1 Pupils.....	5
5.2 Parents and carers	6
5.3 Staff.....	6
5.4 Governors	6
6. Uniform Bank	6
7. Monitoring arrangements	7
8. Links to other policies	7
Expectation of School Uniform	7
Non-Compliance With School Uniform Policy	7

UNIFORM POLICY

All children have the right to a good quality education and be encouraged to go to school to the highest level you can; they should be able to take pride in their work, their school and their appearance. All children have the right to play, including through physical means, and to experience lessons wearing and using the correct clothing, footwear and equipment.

1. 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

2. 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
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school office, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

3. 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 on the cost of school uniform. We understand that items with distinctive characteristics (such as branded items, or items that have 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' 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
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long 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

UNIFORM POLICY

- 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 to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

All pupils are required to wear:

- Plain navy blue, grey or black trousers, pinafore or knee-length skirt or knee length dress-shorts (not sports shorts)
- Plain white shirt with a collar or plain white polo t-shirt,
- Plain navy blue sweater may have the school logo on the front.
- No jeans and no tracksuit bottoms
- Shoes: navy blue, grey or black shoes flat or with a heel less than 2cm. No flip flops or toe-post sandals
- Blue gingham summer dress – knee length

All of the above generic uniform items are available to be purchased from a range of high street retailers or supermarkets. Optional branded items which are available for purchase from

<http://www.schooltrends.co.uk/>.

- Fleeces
- Sweatshirts
- Cardigans
- Polo shirts
- Woolly hats
- Caps
- Book Bags
- PE Bags
- Storm dry jacket
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4.2 PE Kit

All pupils are required to wear:

- Plain navy blue, grey or black sports shorts, jogging trousers/tracksuit bottoms
- Plain white t-shirt (plain or school logo allowed)
- Jumpers- hoodies or jumpers (with or without a zip) either plain, navy blue, or school branded
- Footwear: trainers or plimsolls

All of the above generic uniform items are available to be purchased from a range of high street retailers or supermarkets. Optional branded items for PE which are available for purchase from

<http://www.schooltrends.co.uk/>

- PE Shirt
- Hoodies
- Shorts

4.3 Swimming Kit

Pupils will go swimming as a statutory part of the National Curriculum in Key Stage 2, usually in Year 5.

- swimming trunks (and not shorts)
- hair tied back if required
- wear a one-piece swimming suit and not a bikini
- a towel
- Swimming goggles are suggested, however they are optional.

4.4 Jewellery:

- Small-faced watch - to be analogue or digital. No smart watches. Fitbits are allowed.
- Stud earrings
- All jewellery must be removed for PE or outdoor physical activities

NB - If a child needs to wear a piece of jewellery for medical or religious reasons, it must be agreed with the Headteacher and removed, or covered up, during physical activity.

4.5 Extreme Hairstyles

The school does not permit children to have hairstyles that could serve as a distraction to other children and are not in keeping with the ethos of the school. This includes shaved patterns, excessive use of hair products and false hair. The definition of an extreme hairstyle is at the discretion of the Headteacher.

4.6 Make-up

Make-up may not be worn to school, unless for themed activity days and a function out of school hours, e.g. a school disco.

4.7 Nail Varnish

Nail varnish on children is not permitted. False nails are also not permitted as these form a Health and Safety risk.

4.8 Bags and Coats

- Children will need a coat for colder months of the year, and a bag to take to school daily for reading records, reading books and Home Learning books.
- Coats may be any colour or brand, and need to be appropriate to the weather conditions (for example, water proof when it's raining, a thick coat for very cold months).
- School Coats are available from <http://www.schooltrends.co.uk/>
- Book bags and PE bags are available to purchase from <http://www.schooltrends.co.uk/>

5. Expectations for our school community

5.1 Pupils

As a pupil or a parent/carer of a pupil attending New Village Primary School, you therefore agree to the school uniform policy; school sanctions will be put in place if this is not adhered to.

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)

5.2 Parents and carers

It is the responsibility of children, parents and carers to ensure that the correct New Village uniform is worn at all times, including for PE lessons and swimming sessions.

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 are also expected to contact school, 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 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

5.3 Staff

It is the responsibility of all New Village School staff to promote high expectations with the school uniform. Staff will do this fairly and consistently.

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. Ongoing breaches of our uniform policy will be dealt with by the Senior Leadership team. 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.

5.4 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 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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Uniform Bank

In the main entrance of school, we have a Uniform Bank containing clean, good-quality school uniform that has been kindly donated for others to use. Families who may be experiencing financial difficulties are welcome to access these items free of charge. We also encourage parents to donate any clean, good-condition uniform that their child has grown out of to help keep the bank stocked. Each summer, the school will host an annual Uniform Swap, giving parents the opportunity to exchange items their child no longer fits for other available uniform.

7. Monitoring arrangements

This policy will be reviewed annually by the Headteacher with due regard to [DFE guidance](#).

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information
- Anti-bullying policy
- Complaints policy
- Safeguarding Policy
- Parent Code of Conduct and Agreement

Expectation of School Uniform

Wearing the correct school uniform is a clear expectation of our school. When children join the school, parents/carers sign the Home–School Agreement, which confirms their commitment to follow the school's expectations, policies, and rules. By signing this agreement, parents/carers acknowledge their responsibility to ensure their child attends school in the correct uniform each day, including the appropriate PE kit on designated days.

Non-Compliance With School Uniform Policy

To promote equality, readiness for learning, and a strong sense of belonging, all pupils are expected to wear the correct school uniform every day, including their PE kit on designated PE days. When a pupil is not in the correct uniform, the following procedures will be followed:

Step 1 – Notification to Parents/Carers - If a child arrives at school without the correct uniform, a message will be sent to parents/carers via Class Dojo. Parents/carers will be asked to bring the correct uniform or PE kit to school so their child can change as soon as possible.

Step 2 – Use of the Uniform Bank - If the correct uniform or PE kit is not provided, the school will loan items from the Uniform Bank for the child to wear for the day. Loaned items must be returned at the end of the school day.

Repeated Non-Compliance

Where a pupil is repeatedly not wearing the correct school uniform and no valid explanation has been provided, the following actions may be taken:

1. *Monitoring and Record Keeping* - Instances of non-compliance will be recorded. Patterns of repeated incidents will be monitored by the class teacher and senior staff.
2. *Parent/Carer Meeting* - Parents/carers may be invited to meet with a member of the Senior Leadership Team to discuss barriers to compliance and to agree a plan of support. This may include access to additional uniform from the Uniform Bank.
3. *Pastoral and Safeguarding Support Intervention* - Where needed, pastoral support staff may engage with parents/carers to address ongoing concerns and ensure the child is supported in meeting uniform expectations.

The aim of all consequences is supportive rather than punitive, ensuring that every child can participate fully and confidently in school life.