



HILLINGDON PRIMARY SCHOOL

Uniform Policy

Date	Revised amendment details	By whom
May 2022	Approved by TEFAT Board	Trustees
July 2022	Implemented by school	Principal
July 2023	Review by the school	Principal
May 2025	Review subject to any required statutory updates	Ops Group

Table of Contents

Table of Contents	2
Elliot Foundation Academies Trust Values	3
Related policies and documents:	4
Definitions	4
Policy aims and objectives	4
Human rights, equality and discrimination	5
Responsibilities and Roles	5
Ensuring Value for Money	6
Uniform Requirements	6
Provision of second-hand uniforms	8
Pupil non-compliance	8
Concerns relating to this policy	8

Elliot Foundation Academies Trust Values

1. Put children first

- a. We trust and value your professionalism
- b. We share the responsibility for the learning and welfare of all of our children
- c. Our purpose is to improve the lives of children

2. Be safe

- a. Don't assume that someone else will do it
- b. Look after yourself, your colleagues and all children
- c. We are all responsible for each other's safety and well being
- d. Discuss any concerns with an appropriate member of staff

3. Be kind & respect all

- a. People are allowed to be different as are you
- b. Kindness creates the positive environment we all need to flourish
- c. This kindness should extend to ourselves as well as to others

4. Be open

- a. If you can see a better way, suggest it
- b. If someone else suggests a better way to you, consider it
- c. We exist to nurture innovators and support those who take informed risks in the interests of children

5. Forgive

- a. We all make mistakes
- b. Admit them, learn from them and move on

6. Make a difference

- a. Making the world a better place starts with you
- b. Model the behaviour that you would like to see from others

Related policies and documents:

- [TEFAT's Equality and Diversity Policy](#)
- [TEFAT's Anti-bullying policy](#)
- [TEFAT's Concerns and Complaints policy](#)
- [DfE School uniforms guidance \(non-statutory\)](#)
- [Education \(Guidance about Costs of School Uniforms\) Act 2021](#)
- [School Information \(England\) Regulations 2008](#)
- [Human Rights Act 1998](#)
- [The Equality Act 2010](#)

Definitions

Where the word 'Trust' is used in this document it refers to The Elliot Foundation Academies Trust.

Where the word 'Parent' is used in this document it refers to all those with parental responsibility, including guardians and carers.

1. Policy aims and objectives

This policy aims to ensure that Hillingdon Primary School is effective in ensuring all members of the school community are aware of the uniform requirements.

The objectives of this policy are:

- To clarify the benefits of having a school uniform, namely:
 - To set a high expectation and standard for personal appearance
 - To create a sense of belonging and cohesion for the school community, regardless of background
 - To set an appropriate tone and mindset for education and being in school
 - To provide a safe and secure environment, reducing opportunities for bullying or peer pressure to wear the latest fashions or other more expensive clothing
- To evidence regard for our obligations under the Human Rights Act 1998 and the Equality Act 2010, thereby ensuring that this policy is as inclusive as possible
- To ensure that the total cost of the school uniform, taking into account all items of uniform or clothing parents will need to provide while their child is at the school and including items in their PE kit, is reasonable and secures the best value for money for parents

2. Human rights, equality and discrimination

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics; which include sex, religion or belief, race (including colour, nationality, ethnicity or national origin), disability and gender reassignment.

This policy aims to be as inclusive as possible taking into consideration the protected characteristics of all pupils within the school community. By doing this the school is fulfilling its obligation not to unlawfully discriminate.

As a school, we are therefore sensitive to the requirements of specific items of dress code required by religious beliefs. We recognise that pupils have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner. We will at all times act reasonably in accommodating such needs, without compromising important Trust or school policies, such as school safety or discipline.

3. Responsibilities and Roles

The Trust will:

- Ensure this policy meets obligations under the Human Rights Act 1998 and the Equality Act 2010
- Demonstrate consideration to cost of uniforms and value for money through this policy
- Ensure that schools meet the statutory requirements in regard to second-hand uniform provision.

The Principal and staff will:

- Ensure the implementation of this policy, supporting the wellbeing, safety and comfort of all pupils
- Assess the overall cost implications of this policy and assess any impact of variations or changes to the uniform, avoiding frequent changes to the uniform requirements; this may include engaging with uniform suppliers to ensure value for money
- Ensure this policy, and information regarding the availability of second-hand uniform, is available on the school website for parents.

Parents will:

- Ensure their child wears the appropriate school uniform smartly and correctly
- Approach the school if they have concerns about the uniform or acquiring uniform, particularly in relation to protected characteristics or cost of the uniform.

Pupils will:

- Ensure they are wearing the appropriate and correct uniform whilst in school and being transported to and from school and on school trips
- Take pride in their appearance and take an ambassadorial role for the school.

4. Ensuring Value for Money

Hillingdon Primary School's Uniform Policy adheres to the government's statutory guidance which can be found [here](#).

We will ensure that our uniform is available at a reasonable cost and secures the best value for money for parents. Parents / carers may purchase uniform from any supplier providing it meets the requirements detailed below at paragraph 5.

The school has its own branded, non-compulsory uniform items and accessories that bear the school badge. These can be purchased via our uniform supplier Mapac, either online or over the phone. All uniform items purchased can be posted directly to your home address or to the school for collection. Their web address is:

<http://www.mapac.com/education/parents/uniform/hillingdonprimary>

Parents / carers should direct any uniform related questions to our school office via the main reception. Please email hillprimary@hillingdonprimaryschool.org.uk.

5. Uniform Requirements

a. NURSERY

Children are very active in the playground and inside and it is very important that clothes can stand a bit of rough treatment.

We have a non-compulsory nursery uniform that can be purchased from the school's online uniform provider. The non-compulsory uniform consists of a red sweatshirt and jogging trousers.

Alternatively pupils should wear comfortable, practical clothing and shoes with Velcro fastenings, especially for P.E. days.

b. RECEPTION TO YEAR 6

At Hillingdon Primary School we have two uniforms. Uniform 1, known as our school uniform, is for days when pupils do not take part in P.E. lessons. Uniform 2 is our sports uniform and is worn on days when pupils have P.E. or are participating in an after school sporting activity (including representing the school).

Pupils in Years 1 to 6 will have P.E. twice a week. Parents and carers will be advised of the days that their child's class will have P.E. at the start of each academic year. This information can also be found on the school website, within the [Year Group Information](#) pages. Any changes to P.E. days will be notified to parents and carers in advance.

Reception pupils do not have stand-alone P.E. lessons and therefore are not required to wear a sports uniform.

Please see the table below for details of our school uniform and sports uniform, in addition to further information about other clothing items, hair, earrings and equipment. Appendix 1 also provides picture examples of our school and sports uniforms.

School Uniform	Sports Uniform for PE Days
<ul style="list-style-type: none"> ● Plain white shirt, blouse or polo shirt ● Charcoal grey pinafore dress, skirt or trousers ● Navy blue school sweatshirt or cardigan, or v-neck jumper or cardigan ● Navy, grey or black socks or tights ● Sturdy, flat black shoes (not trainers) ● Navy blue school fleeces (outdoor wear only) ● Headscarves should be plain grey, white or navy blue (no patterns) ● School tie (optional with white shirt) <p>The following items may be worn in the warmer weather:</p> <ul style="list-style-type: none"> ● Blue check summer dress ● Charcoal grey shorts or culottes (must finish just above the knee) ● Black, flat, closed-toe sandals 	<ul style="list-style-type: none"> ● Plain navy blue shorts or jogging bottoms (no leggings) ● Plain white t-shirt ● Plain navy sweatshirt, school sweatshirt or hooded sweatshirt (with or without a zip) ● Plain trainers (not football boots with studs or moulded studs) <p>Please note the following additional information:</p> <ul style="list-style-type: none"> ● Pupils in KS2 will have swimming lessons and will need a swimming kit. Details will be provided to parents and carers. ● Base layers may be worn by pupils representing the school at a sporting event. These should be plain navy-blue or black.
Additional Information	
<p>Coats should be practical: long sleeved, waterproof and with a hood.</p> <p>Boots may be worn to school in bad weather and then changed into school shoes.</p> <p>Hair:</p> <ul style="list-style-type: none"> ● Extreme hair styles, gel or dyeing is strongly discouraged. ● Pupils with long hair should have it tied back for health and safety reasons, especially in P.E. lessons. Plain hair ties should be used and additional adornments are strongly discouraged. <p>Earrings: Children should not wear earrings, especially on P.E. days. If they need to wear earrings during the school week they should be small, discrete studs.</p> <p style="text-align: center;">All items should be clearly labelled with the child's name. Lost property will be taken to Welfare.</p>	

c. EXCEPTIONS

- There may be exceptional occasions where pupils will be given permission to temporarily deviate from the school's Uniform Policy, for example in extreme weather conditions; to allow sufficient classroom ventilation; to allow pupils to participate in particular activities; or if the pupil has an injury or medical condition that makes it difficult for them to wear uniform items.
- The school will communicate any temporary change to uniform requirements to parents / carers in writing, usually via an email from the school office.
- Parents / carers should speak to their child's class teacher directly, or if they are unable to do so, send an email via the main school email address, if their child is unable to attend school wearing the correct uniform. This information will then be shared with the relevant senior leader.

d. EQUIPMENT

Equipment

Bags:

- To manage storage and minimise congestion in the school in the event of an emergency evacuation, pupils from Year 1 to Year 5 must use a book bag to transport their equipment to and from school. It does not have to be a school book bag, however these are available from our uniform supplier. Pupils will keep their book bags in their trays in the classroom.
- Pupils in Nursery, Reception and Year 6 may use a small backpack if they prefer as they have additional storage areas in their classrooms.

Water bottle: Each pupil should have a water bottle labelled with their name: this must be brought into school every day.

Packed lunch: Pupils having packed lunches will need a packed lunch box/bag clearly labelled with their name and class. Please note that as a school we have a NO nut policy due to severe allergies.

Stationery - Years 1 to 6:

- The school provides stationery for all pupils, however we understand that some children like to bring their own equipment from home.
- If pupils choose to bring their own stationery from home, it should be stored in a simple pencil case, that is clearly labelled and does not have games or novelties attached to it. Inappropriate or unsafe equipment will be sent home.
- Pupils may bring the following stationery into school. All items are optional.
 - ✓ HB pencils
 - ✓ Pencil sharpener
 - ✓ Ruler for underlining
 - ✓ Rubber (we prefer children to neatly cross out errors, but there are some occasions when rubbers are useful)
 - ✓ Glue stick
 - ✓ Green handwriting pen for editing work (not gel pens or fluorescent green highlighters).
 - ✓ Colouring pencils
- In key stage 2, handwriting pens will be provided by the school once children have been awarded their pen licence.

All equipment should be clearly labelled with the child's name.

Lost property will be taken to Welfare.

6. Provision of second-hand uniforms

To ensure that all parents and carers are able to provide the required uniform, second-hand items will be made available by the school. If you would like to acquire second-hand uniform items please contact the school, preferably by email (hillprimary@hillingdonprimaryschool.org.uk), and ask to speak to the Welfare Officer or Pastoral Care Manager about the provision of second-hand uniform.

The school will also periodically hold second-hand uniform sales where parents and carers can purchase low cost, good quality second-hand uniform items: these will be notified to parents through the usual communication routes.

7. Pupil non-compliance

Repeated breaches of the Uniform Policy will be dealt with sensitively and in consultation with parents and carers. Our aim is to support families to enable all pupils to wear the correct school uniform.

So as to avoid indirect discrimination reasonable adjustments will be made, as appropriate, for pupils with a protected characteristic. This should be discussed directly with the school in the first instance and careful consideration given to any such request.

8. Concerns relating to this policy

Concerns about uniforms should be resolved locally and in accordance with the Trust [Concerns and Complaints Policy](#).

Appendix 1

MAIN SCHOOL UNIFORM

				
School sweatshirt	School cardigan	White polo shirt	White shirt	School tie (optional)
				
Grey trousers	Grey skirt	Grey pinafore dress	Blue check summer dress	School book bag

SPORTS UNIFORM (to be worn on PE days)

			
<p>Plain white t-shirt</p>	<p>Navy blue shorts</p>	<p>Navy blue jogging bottoms</p>	<p>Navy blue sweatshirt</p>