School Uniform Policy

October 2026

Date of next review: October 2029

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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 sex, race, religion or belief, 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
- Make sure that our uniform costs the same for all pupils
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)

Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

At Palm Bay Primary School, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed.

Palm Bay Primary schools will allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with us at info@palmbay.uk , where we can answer questions about the policy and respond to any requests.

3 The School Uniform Policy

Introduction

The Governing Body took the decision, prior to the opening of the school in 1995, that there would be a school uniform and that it would be worn in its entirety. The school uniform has since become a very important part of the school and its identity.

It is a duty of the Headteacher and Senior Leadership Team to ensure that pupils comply with the uniform policy as set out in this document.

The Parent/Carer Handbook also sets out the school's expectations of the parents/carers to ensure that the school uniform is worn.

Aims and Objectives

We want to see children proud to be part of the school and proud to wear the uniform. This is a view held by the staff, Governors and parents/carers.

We strongly believe that our high standards promote positive behaviour, support effective teaching and learning and contribute to the ethos of the school.

The uniform is subject to change only with the approval of the Governing Body. There is some flexibility in the uniform but it is essential that the degree of flexibility is kept to a minimum to preserve the uniform.

We aim to promote each child's right to express their personality in whichever way feels right for them. To support this, whilst we expect all of our children to wear the school uniform, the rules for all children are the same.

Role of Parents/Carers

We ask all parents/carers who send their children to our school to support the school uniform policy. We believe that parents/carers have a duty to send their children to school correctly dressed and ready for their daily schoolwork. Please ensure that your child is looking smart with their shirts **tucked in** to their trousers, skirts or shorts. The Senior Leadership Team will check uniform daily and remind parents/carers and children of any inconsistencies at the school gate each morning.
If there are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from the school uniform, the school will look sympathetically at such requests.

4 School Uniform

All pupils can select combinations from the following list:
White polo or button up shirt
Bottle green school sweatshirt or cardigan
Grey or black skirt, pinafore dress or grey or black trousers
Grey, black or white socks no higher than the knee or white, grey, black or bottle green tights (no trainer socks)
Sensible black shoes or plain pumps (no named trainers or boots)

Coats - the uniform does not specify a particular type or colour of coat. However, winter coats should be sturdy due to the position of the school.

Fleeces – are to be worn as an additional item **not instead** of a sweatshirt.

Hairbands – For safety and hygiene reasons, children with long hair, must have it tied back with coloured bands **at all times** in keeping with the school uniform, e.g. white, green, grey or black. Please do not send your child to school with hair clips and hairbands/scrunchies not in keeping with the school colours, as we will ask for these to be removed.

Jewellery – Jewellery should not be worn or brought into school. The exception to this rule being one pair of plain gold or silver studs in pierced ears and small objects of religious significance, which must be worn underneath the school shirt. These must be removed for PE lessons for health and safety reasons. If your child is unable to remove these items themselves, they should not come into school with them on PE days.

Extreme Haircuts – The school does not permit children to have 'extreme' haircuts that could serve as a distraction to other children. Hair should not be shaved below a grade 2 and hairstyles such as patterns shaved into the hair or a Mohican-style crest are deemed inappropriate. Hair dye is not acceptable.

Make-up – Make-up, including nail varnish and transfer tattoos should not be worn.

5 Summer Option

In addition to the usual uniform, all pupils can select combinations from the following list:
Green/white gingham check dress or playsuit
Grey or black shorts (various styles are available, please see the website for some examples)
White or black sandals are permitted but they must not be open-toed.

6 The Uniform and Health and Safety

Decisions on the school uniform have taken into account health and safety issues. Deviation from the following specifications can compromise the health and safety of the child and others. The Headteacher reserves the right to take appropriate action in the interests of the health and safety of all children. All footwear and clothing should, at all times, allow the child to take a full and active part in all aspects of school life.

Footwear

Heels on shoes must be minimal. Shoes with high heels and high platform soles are not permitted on the grounds that they can compromise the health and safety of not only the wearer but those around them, should they fall.

All footwear must be properly and effectively fastened.

Shoes with sling-back straps are not permitted.

No boots are allowed, except in extreme weather conditions, i.e. snow.

Summer sandals must have enclosed toes. Open-toed sandals are not allowed as they can cause injury when playing in the playground.

7 PE Kit

At Palm Bay, the PE kit is as important as the rest of the uniform and needs to be observed all times.

All pupils can select combinations from the following list:
Plain white round neck short sleeved T-Shirt or a white Palm Bay logo T-Shirt or Palm Bay logo black & green T-Shirt
Plain green or black shorts
Plain black tracksuit bottoms or plain black leggings
Palm Bay hoody (available from the Schoolwear Centre) or school jumper
Plain trainers for outside PE/Games
Plimsolls or trainers for indoor PE

In addition to the above:

- Tights **must not** be worn for PE lessons
- Earrings should be taken out if possible, otherwise they will have surgical tape put over them
- All long hair should be tied back
- All PE kit should be unbranded (except for the Palm Bay logo)

Children are expected to have the correct kit for each PE lesson.

Labelling of uniform – Please ensure that all items of clothing are clearly labelled with your child's name, as the school cannot accept responsibility for any articles lost or damaged on the school premises.

8 Forest School

Outdoor PE kit should be worn on Forest School days. Children should come into school dressed in their outdoor PE kit for Forest school. Black PE tracksuit bottoms and school long sleeved PE top should be worn to protect children's arms and legs. A warm waterproof jacket should be worn. They should also bring alternative footwear into school e.g. old trainers, wellington boots.

9 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 uniforms.

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 where possible
- Avoiding specific requirements for items that 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 leveler
- Avoiding different uniform requirements for different year/class
- Avoiding different uniform requirements for extra-curricular activities (with the exception of beach school)
- Making sure that arrangements are in place for parents to acquire pre-loved 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

Preloved Uniform

The school carries a stock of preloved uniform at a greatly reduced rate.

 Opportunity for families to access school uniform at a reduced cost

 Promoting a positive eco-friendly culture of contributing and reusing

 Extending the life of items that children quickly grow out of

Where parents/carers are in financial difficulty or facing other difficulties, the preloved is always available to provide the child with appropriate uniform.

Please speak to the school office with any such issues, as we may be able to help.

9 Non Compliance with School Uniform

In cases of non-compliance, we will give the child a polite verbal reminder. Parents/carers will also be informed and consulted by way of a note home and/or a telephone call from the school if necessary. A member of the senior leadership team may stop a family on the gate and remind the child/parent/carer of the correct uniform. Parents/carers may then be requested to bring this item into school. If there is a consistent breach of the uniform policy parents/carers may be invited into the school to meet with the Headteacher/Deputy Headteacher to resolve the issue. At times the pre-loved uniform may be given to a child to wear during the school day, for example, if a child doesn't have a jumper on a very cold day.

If there is a genuine reason for not wearing the correct uniform, please inform the school office letting them know the length of time until it can be rectified. An alternative strategy can be to provide the child with items of school uniform from the pre-loved uniform outside the main entrance.

10 Equality Issues

The Governors have regard to their responsibilities under the Sex Discrimination Act 1975, the Race Relations Act 1976 and the Human Rights Act 1998 and are aware of the Race Relations Amendment Act (May 2002). The impact of the *School Uniform Policy* on all children and particularly ethnic minority children is kept under regular review and will be adapted where genuine cases based on religious or cultural grounds are made.

No child will be disciplined for not complying with the school uniform policy because of their cultural, race or religious dress code.

11 Policy Review

This policy will be reviewed every 3 years, or if necessary due to a change made to the school uniform.

The next review of this policy is due: O2029

All uniform is available from:

The Schoolwear Centre

Weston Dairies

56 Addington Street

Margate

Kent CT9 1QS

01843 293555

www.schoolwearcentre.net

Opening hours: Monday to Friday: 8.30am to 5.30pm

Saturdays: 9am to 5pm