



Greenside Primary School Uniform policy

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Written by: SMT

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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 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/carers to get in touch with a member of the management team 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- 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
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

A school uniform helps promote a sense of belonging and community and all pupils attending Greenside Primary School are required to wear the school uniform outlined below. There is no requirement to purchase items with the school logo; plain and unbranded uniform is acceptable.

- Please ensure that your child's long hair is tied back and, **if your child has pierced ears, they can wear stud earrings only, which must be removed or not worn for PE (see Leeds well schools partnership health and safety policy)**
- . Other items of jewelry such as bracelets, rings and necklaces are not permitted.

Our Uniform:

- Plain white or yellow shirt or polo shirt.
- Bottle-green pullover, sweatshirt or cardigan (with or without logo).
- Black or dark grey skirts, pinafore dresses, trousers or shorts.
- In summer, plain green or green/white checked or striped dresses may be worn.
- Plain black, grey or white socks.

- Plain black, grey or green tights may be worn.
- Black leather footwear (plain, flat heels).

P.E. Uniform:

- A bottle green jumper, cardigan or hooded top (with or without logo).
- Plain black shorts, leggings or jogging bottoms.
- White, short sleeved, round neck t-shirt without school logo OR green, short sleeved, breathable round neck t-shirt with school logo.
- Black pumps or trainers suitable for outdoor P.E.
- A plain green, red, yellow or blue t shirt (dependent on child's house team).

Sensory Friendly Uniform:

For some of our pupils, it may be appropriate that reasonable adjustments are made to enable them to access school. The following must be discussed with your child's class teacher in the first instance and agreed:

- Clothes that match school colours e.g. soft, black jogging bottoms or green jumpers/hoodies.

School Book Bags:

Children are encouraged to read daily at home and the book bags, complete with Greenside logo, are an ideal way to transport books and letters safely to and from school and home. The book bags are designed to be stored neatly in the classrooms or cloakrooms as space is limited. Pupils must not bring rucksacks or other large bags to school.

4.2 Where to purchase it

If you do wish to purchase uniform with the school logo, these are available to purchase from:

Whitakers, 3-5 Town Street, Pudsey, West Yorkshire LS28 5EN. Telephone 0113 256 6020

<https://www.whittakersschoolwear.co.uk/product-category/leeds/>

Alternatively, you can contact our PTA at frogs@greenside-sch.org for our Preloved Uniform or The Pudsey Community Project for nearly new uniform, see link at the bottom of the page for further information

<https://www.pudseycommunity.org.uk/reducereuse>

5. Expectations for our school community

5.1 Pupils

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

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/carers are also expected to contact a member of the management team 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/carers 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

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

5.3 Staff

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.

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/carers 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. Monitoring arrangements

This policy will be reviewed every 3 years. At every review, it will be approved by the full governing body

7. Links to other policies

This policy is linked to our:

- Positive Relationships Policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Leeds well schools partnership health and safety policy

