



The Winterton Federation Uniform Policy

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Name of responsible Committee/individual:	Finance and Full Governing Board
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Targeted audience:	Parents/carers; staff; governing board
Related documents: All federation policies referred to are available on the federation website: https://thewintertonfederation.co.uk If English is not your first language, and you require assistance/translation, please contact the Junior school office.	Behaviour policy Equality information and objectives statement Anti-bullying policy Complaints policy
Strategic alignment:	1.5 Objective: Ensure that the Federation is inclusive, equal and equitable for all stakeholders.



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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 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school's Welcome Desk, who can answer questions about the policy and respond to any requests

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. Therefore, we allow the use of unbranded garments across the school that are of the specified colour and no other branding present.

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
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups



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- Avoiding different uniform requirements for extra-curricular activities
- 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

➤ Our school uniform

Our uniform consists of standard school wear, i.e. black, grey or navy trousers, shorts, skirts or dresses, with a white or blue shirt / polo shirt. Jumpers and Cardigans preferably in navy, however black and grey are also fine. Summer dresses are to be pale blue either checked or striped. We request that smart shoes are worn with a wide heel base. Trainers are not acceptable as school shoes and should only be worn as part of the PE kit.

There is a selection of high quality second hand uniform in school that is available on request; free to a good home. Please ask at the office if you would like access to this.

PE Kit Uniform

Black shorts, plain white t-shirt. Bare feet are the rule in the Hall, unless a child has a verruca, in which case plimsolls/verruca sock should be worn. Jogging suits can be worn for outdoor PE but must be in suitable school colours and style. Plimsolls or trainers are required for outdoor PE. Football boots are not essential but can be worn on the field for football.

Children should wear their PE kit to school instead of uniform on their designated PE day.

Swimming

All Year 4 children take swimming lessons as part of the PE Curriculum. They will need a bag to hold their swimwear and towel, all of which should be clearly marked with their name.

Craft

An old shirt is useful to wear as a coverall/apron for craft activities.

We suggest the use of unbranded polo shirts if using a branded sweatshirt. These can be bought in multipacks from local supermarkets.

➤ Expectations for jewellery

On health and safety grounds, we do not allow children to wear jewellery. The exceptions to this rule are earring studs in pierced ears (one stud per ear) and wrist watches if children can tell the time (Smart watches are not allowed). These items of jewellery must be removed for P.E. activities.

Additional Note: Children are not permitted to wear make-up, nail polish or tattoos.

➤ Expectations for hairstyles

Hairstyles which are extreme are not permitted. This includes: No vivid or two-tone hair colours; no cuts shorter than a number 1 razor setting; no patterns cut into hair; no beaded braids or braids with cotton/material weaves; no extensions which do not match natural hair colour. Mohican hairstyles are not acceptable.

For girls, a normal plain hair-slide, clip or "bobble" is acceptable, but the multitude of hair ornaments favoured by some girls is not.



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5. Where to purchase it

We use two different suppliers that stock our uniforms, these are available to purchase directly from; Shah's Uniform – this can be ordered online or purchased directly from the store at:

109 West Street, Scunthorpe, North Lincolnshire, DN15 6HX. www.shahsuniform.co.uk
Peter Hogarth Uniform – this can be ordered to collect from school or delivered straight to your door. www.hogarthuniform.co.uk

Alternatively, you can submit a uniform order through the school's ParentPay site, <http://www.parentpay.co.uk>. If you are placing an order via ParentPay, please let us know the size of the uniform you would like to order. *Please note that we only stock a limited amount of uniform so may not have the size that you require.*

Pupils eligible for pupil premium should contact the office for uniform assistance. Please email the school directly. If you have any school uniform items that are in good condition and your child no longer requires them we will happily accept donations in the front office.

6. Expectations for our school community

6.1 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)

Pupils are also expected to contact the school's Safeguarding Lead if they want to request an amendment to the uniform policy in relation to their protected characteristics.

6.2 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 are also expected to contact the school's pastoral 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 are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.



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Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with the school's complaints policy

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

6.3 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.

Ongoing breaches of our uniform policy will be dealt with by behaviour policy.

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.



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6.4 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 Governors 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.

7. Monitoring arrangements

This policy will be reviewed every year by the Headteacher. At every review, it will be approved by Finance Committee.

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy