



School Uniform Policy

Willow Bank Infant School



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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, sexual orientation, 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 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 the Headteacher, 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, by only asking that jumpers and cardigans feature the school logo
- › Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as book bags
- › 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 extra-curricular activities
- › Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items – second hand items are available to purchase through our PTA via the class list ap or wbis.pta@hotmail.com
- › 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

Our uniform consists of:

- School branded items: emerald green jumper or cardigan
- Generic items:
 - White Top
 - Grey trousers or shorts, skirt or pinafore dress
 - Grey/black tights or grey or white socks
 - Black shoes with good grip (can be school shoes or plain black trainers)
 - Waterproof clothing (waterproof coat or puddle suit for outdoor play at lunchtime)
 - Wellies (to be kept at school)
 - During the summer months children may wear a green and white checked or striped school dress
 - School branded book bag
- PE Kit:
 - Green T-shirt (this can be branded or unbranded)
 - Black shorts or black leggings/joggers in the colder months
 - Trainers (black or white, no flashing lights)
 - Children can wear their green school jumper or cardigan over the top.

Jewellery

Jewellery, if any, should be limited to one set of small stud earrings and a wristwatch. All jewellery is to be removed for PE lessons, so please ensure that either your child can remove earrings by themselves or does not wear earrings on PE days.

All jewellery is worn at owner's risk and the school will accept no responsibility for any items

Hair

Children can have long hair but it will need to be tied back, particularly on PE days.





The Halo Code

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 students' and staff's racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We celebrate Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

In this school, we recognise and celebrate our students' and colleagues' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on a student's or staff member's ability to succeed.

4.2 Where to purchase it

- Branded school items are available to purchase from our online uniform shop: <https://www.michaelhope.co.uk/products/school-shops/willow-bank-infant-school/willow-bank-infant-school> Delivery is free to school during term or charges apply for home delivery.
- All other generic uniform can be purchased in any high street shops
- Second hand uniform is sold via our PTA. Uniform sales or advertised via class list or you can email them on: wbis.pta@hotmail.com
- First Days Charity also provide uniform to families who require extra help or support: <https://www.firstdays.net/>

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)

Parents of pupils are also expected to contact Mrs Taylor-Dickens (Headteacher) if they wish to request an amendment to the uniform policy in relation to their protected characteristics.





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 the Headteacher 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 by the Headteacher. At every review, it will be approved by the schools governing body.

7. Links to other policies

This policy is linked to our:

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

