School Uniform Policy 2025-2026

Written by	Sarah Baldwin (Principal)
Date for Review	July 2026
Approving Body	The Forge Trust Board of Trustees

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 Miss Sarah Baldwin (Head of School) 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
- 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
- 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

The West Park Academy is committed to ensuring that the cost of school uniform remains as low as possible. The following measures are in place to support this aim:

- There is no stipulation for pupils to wear branded clothing including jumpers, polo-shirts and t-shirts for children in Foundation 1 up to Year 4
- Where branded uniform is stipulated (blazers and ties in Year 5 and 6), the West Park Academy will provide a free blazer and tie prior to any pupils starting in Year 5. Accordingly, pupils who join the academy in either Year 5 or Year 6 will receive a free blazer and tie.

4. Expectations for school uniform

4.1 Our school's uniform

Foundation 1 up to Year 4:

Grey jumper/cardigan or branded school sweatshirt/cardigan (branding is optional)

Black or grey trousers/skirt (no cycling shorts, tight fitting shorts or leggings)

Black or grey pinafore dress

White polo shirt or branded school polo-shirt (branding is optional)

Black, white or grey socks

Plain black shoes with no coloured branding

Blue summer dresses

Year 5 and 6:

Grey branded school blazer (this must be worn every day)

Gold/blue tie (this must be worn every day)

Black or grey trousers/skirt (no cycling shorts, tight fitting shorts or leggings)

White button-up shirt/blouse (no polo shirts)

Black, white or grey socks

Plain black shoes with no coloured branding

PE Kit (all years):

White t-shirt (either plain or with West Park Academy logo)

Black shorts or jogging bottoms

Black, white or grey socks

Trainers

Pupils may bring a plain jacket/sweatshirt for outdoor PE if necessary

Jewellery/Hairstyles/Make-up:

- Jewellery should not be worn to school (except ear studs on lower lobe).
- Aside from single ear studs on lower lobe, no other piercings are allowed. This includes nose, lip and helix piercings.
- No make-up should be worn
- No nail varnish or acrylic/fake nails – pupils' nails should be their 'natural' nails
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)
- Pupils should not have dyed hair or patterns cut in to their hair.

4.2 Where to purchase it

Branded West Park Academy uniform can be purchased from:

- Online from Just School Wear: https://just-schoolwear.co.uk/product-category/the-west-park-academy/. Uniform can be delivered to school free of charge for parents to collect
- Non-branded uniform can be purchased from various local retailers, particularly supermarkets such as Morrisons, Tesco, and Asda.

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)

Pupils are also expected to contact Miss Baldwin if they want 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 Miss Baldwin 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 be followed up with the Principal if the situation doesn't improve.

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

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 Trustees

The trustee 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 two years by the Principal. At every review, it will be approved by The Forge Trust Board of Trustees

7. Links to other policies

This policy is linked to our:

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