LANGDON

PRIMARY SCHOOL

School Uniform

and

Staff Dress Code Policy

Created July 2025

Agreed by the Governing Body 16.10.25

Due for review July 2027

School Uniform

The government has placed the following duties upon all governing boards by statute in order to ensure that school policies promote good behaviour, discipline and conduct amongst its pupils:

- rules around appearance
- whether there should be a school uniform policy and if so, what that should be
- how the uniform should be sourced

The leaders at Langdon Primary School have agreed that pupils will wear a uniform and that this has a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

In line with current government advice, school leaders have decided that school uniform costs should be kept to a minimum for parents and carers. Branded items which can be purchased via school from our agreed school uniform provider, are kept to a bare minimum (ie. the school logo sweatshirt and school logo PE top). All other uniform items for everyday wear and for PE lessons, are available from supermarkets and clothing providers for a reasonable cost. Leaders have decided that colour choices and styles chosen for our uniform will be take account of easy availability of these factors from stores. Where parents wish to purchase additional branded items, such as school logo fleeces or caps, these are available from school but are not essential items of required uniform. The school will regularly liaise with our school uniform provider in order to ensure value for money and quality of products.

Expectations about the requirements for wearing agreed school uniform are communicated with parents prior to any child starting at our school; parents receive a school prospectus which details the uniform that their child is expected to wear, or can access our policy on the school website, so they know in advance what is required. Parents should be prepared to support our policy on uniform prior to enrolling their child as a pupil at the school and during their time at our school.

Pupils are expected to comply with the requirement to wear school uniform when in school or representing the school on school visits. Any non-compliance will be dealt with in accordance with our Behaviour and Discipline Policy.

When deciding upon our agreed school uniform, school leaders will be as inclusive as possible so that all pupils are able to wear the agreed uniform. Due regard will be given to protected characteristics, specifically:

- sex
- religion or belief
- race (including colour, nationality, ethnic or national origin)
- disability
- gender reassignment

The school will be sympathetic to the individual needs of all pupils and where there is a case for a variation from the agreed uniform policy (for example where a religion might ask for a pupil to dress modestly including for PE and Sport lessons or a disability might make the dressing in an item without fastenings, such as a sweatshirt, problematic) then individual amendments to the uniform may be agreed. Such agreements will be recorded in writing and a copy of this document will be kept on the child's file in order to inform all staff.

When drawing up this policy, school leaders will give due consideration to the cost of items for boys and girls and will endeavour to ensure that the cost is similar for both sexes.

From time to time pupils with additional needs, particularly those with sensory issues, find the wearing of some items of uniform uncomfortable. Where a child has sensory issues that have been discussed with school staff, a uniform care plan may be drawn up for them to wear alternatives to the above uniform list. This may include 'sensory friendly' items or alternative items of clothing that are more appropriate to the child. Staff can signpost parents to 'sensory friendly' uniform providers if necessary.

Occasionally we hold 'non-uniform' days for example, as part of the curriculum or to raise money, when children may wear what they like, providing that it is comfortable and appropriate to school.

Changes to the wearing of uniform will only be agreed where there is a protected characteristic or an additional need and not because a child doesn't want to wear, or dislikes, a particular item of uniform. All changes must be agreed with the Head Teacher in advance of a child wearing alternative clothing.

Any changes to our school uniform which may incur a significant increase in cost to parents and carers will be subject to prior consultation. Consideration will be given to any viewpoints prior to changes being made and subsequent agreement of the policy.

The uniform that children should wear to school is as follows:

- A white polo-shirt
- A dark green school logo sweatshirt
- Grey trousers, skirt or pinafore
- Grey tailored shorts (Terms 5 and 6 and September only)
- Green gingham dresses and cardigans (Terms 5 and 6 and September only)
- Black school shoes (not boots, sandals or trainers). Children should not have shoes with any type of high or block heel

Cardigans are only for wear with summer dresses. Jeans must not be worn to school.

For PE and Sports lessons, children will require the following:-

- Green logo PE tee shirt
- Black PE shorts.
- Plimsolls can be worn for in-door PE
- Trainers should be worn for outdoor PE lessons and can be worn for indoor PE
- A plain dark coloured sweatshirt or hoody and tracksuit bottoms (winter only).
- Year 2-6 Girls – a one piece swim suit
- Year 2 – 6 Boys – swimming trunks or above the knee swimming shorts

Parents must make sure all items are clearly labelled with their child's name and kept in a named bag.

Second Hand Clothing

The school has a supply of good quality, second hand clothing which is available to parents in the uniform shed in exchange for a donation to the PTFA. There is no guarantee that the school will have all sizes available at any one time due to the fact that all items are donated. Parents should ask about second hand items in the first instance when purchasing uniform in order to reduce the impact of the clothing production industry on the environment.

Pupils who entitled to Pupil Premium funding may have any second hand uniform items from school stock free of charge.

Jewellery

Jewellery is not permitted to be worn in school except for stud earrings and a sensible wrist watch. If any jewellery or any other 'ear-wear' is worn into school, children will be asked to remove it. Stud earrings should not be worn during PE or swimming. Children will either be asked to remove them or tape them up using safety tape. Parents should provide safety tape if they wish their children to wear ear-rings.

Complaints

Any disputes that arise during a child's time at Langdon about school uniform should be brought as soon as possible to the Head Teacher who will try to resolve the issue with the parent. If a resolution cannot be reached then complaints will be managed in accordance with the school's complaints policy.

Staff Dress Code

At Langdon Primary School we recognise that staff come from a wide range of ages and backgrounds and have varying tastes. It is also recognised that staff will want to exercise choice in the clothing they wear for work. The Governing Body does not detail every eventuality but expects staff to set a standard appropriate to:

- promoting the ethos of a school
- setting an appropriate tone for education

While at work all staff are representing the school and through their appearance have an impact on the image the school projects to parents, pupils and visitors to the school. Staff are role models and as such are expected to set a good example. They should be neat, clean and tidy, wearing clothes and shoes which are commensurate with their post in the school.

For the majority of the time for staff 'smart casual' dress will be appropriate. However, staff are expected to ensure that the way they dress is appropriate to the teaching they will do eg. the wearing of clothing suitable for teaching PE when leading these lessons with pupils.

Due care and attention must be shown towards personal health and safety, particularly in the choices of appropriate footwear, the wearing of jewellery and of protective clothing.

Blue jeans and casual shorts must not be worn in school but, at the discretion of the head teacher, they may be worn on certain out-of-school visits. Smarter black jeans may be worn all year round and smarter shorts can be worn in the summer term.

Our school has an expectation that children will wear appropriate school uniform throughout the whole year, even when there are seasonal changes to the weather. Staff are asked to be mindful of this requirement and are expected to also maintain appropriate and professional standards of dress throughout the seasons.