



BERLESDUNA
ACADEMY TRUST

School Uniform Policy

This policy was reviewed by Trustees:	March 2026
This policy was reviewed by LGB:	September 2026
This policy will be reviewed:	Biannually
This policy is due for renewal:	March 2028

Contents

1. Aims	2
2. Our school's legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	3
5. Expectations for our school community	6
6. Monitoring arrangements	7
7. Links to other policies	7

1. Aims

This policy aims to:

- o set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for all parents and carers
- o explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- o 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
- make sure that our uniform costs the same for all pupils
- allow all pupils to have long hair, although we reserve the right to ask that long hair 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 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 school via admin@merrylands-pri.essex.sch.uk or 01268 417893 who will 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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- o is available at a reasonable cost
- o provides the best value for money for parents and carers

We will do this by:

- o following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 items or fewer
- o carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- o limiting compulsory branded items to low-cost and/or long-lasting items
- o considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- o avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- o avoiding different uniform requirements for different year/class/house groups
- o avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- o avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- o considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- o making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- o avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- o consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- o avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- o continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

Our school uniform consists of:

- navy blue sweatshirt or cardigan (logo optional)
- white blouse, shirt, or polo shirt (logo optional)

- light grey skirt or pinafore dress (plain navy cycle type shorts may be worn underneath skirts or dresses for modesty)
- light grey trousers (long or short) – no leggings (children in Nursery can wear navy blue jogging bottoms - plain no logos)
- navy blue checked summer dress (no shorts/all in one outfits)
- white, grey, black, or navy socks (plain no patterns or bows, no over the knee socks)
- white, grey, black, or navy tights (plain)
- black shoes – shoes must be plain black (no white markings/logos)
- a warm waterproof coat when needed

For Health and Safety reasons all shoes must be supported at the back of the foot. Boots, fashion plimsolls, mules, open toed sandals, flip flops are not appropriate. In addition, shoes must be flat or have very low heels.

Fashion items such as very short skirts/shorts/all in one outfits, low slung trousers or over the knee socks are not acceptable.

All clothing, bags and equipment should be clearly labelled. If clothing is clearly labelled, we will make every effort to reunite lost clothing with its owner. Lost property is kept for a period, before being donated to the School Uniform Bank or recycled.

PE Kit:

Our PE kit consists of:

- navy blue shorts
- white t-shirt (logo optional)
- plimsolls or preferably trainers for indoor/outdoor activities
- jogging bottoms or tracksuit (dark colours only) for outdoor PE in Autumn and Winter terms (not compulsory)

If a child wears earrings on PE days, these must be removed and cannot be covered with tape or a plaster. Staff members are not permitted to remove earrings. If earrings are not removed for PE lessons children will be given other tasks to complete during this time.

Swimming Kit:

Swimming lessons require:

- one piece swimsuit
- swimming trunks (for safety reasons baggy or knee length swimming/beach shorts are not acceptable)
- swimming hat
- goggles (optional)
- verucca sock (if needed)

Jewellery:

Expectations regarding jewellery include:

- pupils should not wear jewellery to school. Individuals become very upset if a treasured piece of jewellery goes missing

- should a pupil have pierced ears, only small, plain flat back studs (silver/gold coloured only) should be worn. To comply with Health and Safety Regulations, these must be removed for swimming lessons and all other PE activities. For this reason, we ask that parents only have a child's ears pierced during the six-week summer break
- a watch may be worn to school by children in Years 3 to 6 (smart watches or watches with electronic games are not permitted)

Please note that the school is unable to take responsibility for any jewellery or watches that are lost.

Hair:

- Long hair should be tied back at all times, this is due to a variety of reasons e.g. regular physical activity, health and hygiene, and safety during curriculum activities. Hair should be tied back with a small white, black, grey, or navy-blue hair tie only
- For shorter hair which cannot be tied back, plain headbands are permissible
- Plain headbands in school colours may be worn however decorative hair bands are not acceptable (eg flowers, large bows etc). Decorative headbands, claw clips or any other decorative headwear other than a hair tie or plain headband described above are not permitted
- Extreme haircuts/styles are not permitted including coloured hair, shaven heads, mohicans, tramlines or other designs shaved into the hair

Make Up

- Make up is not permitted and any child wearing make up to school will be required to remove it
- Nail varnish should not be worn on fingers or toes
- False nails are not permitted

Equipment:

- All children must have a book bag to safely transfer items between home and school
- We encourage every child to have a water bottle in school filled with fresh water daily
- All necessary pens, pencils, rulers etc are supplied by the school and children are not permitted to bring in their own pencil cases or equipment
- No knives or sharp blades should be brought into the school in any circumstances
- In the interests of safety, children in Years 5 and 6 who walk to and from school alone may bring a mobile phone into school (parents must sign the appropriate permission slip). However, the phone MUST be given to the class teacher at the beginning of the school day and collected from the class teacher at the end of the school day. The phone will remain the responsibility of the child. If a child is found to have a mobile phone on them during the school day, it will be confiscated and only returned to the child's parent/carer
- No electronic games such as PSP and DS or 'swap' cards such as 'Pokemon' or 'Match Attacks' are allowed in school unless specific permission has been given
- No medicine, cough sweets or similar over the counter products should ever be brought to school by a child
- Inappropriate books, videos, or magazines are not permitted
- No money should be brought to school unless for a specific permissible purpose
- Bags to carry equipment and belongings in should be of a reasonable size as space in the cloakrooms is limited

4.2 Where to purchase or acquire uniform

Items carrying the school logo are available from Schoolwear Centres, 203 Timberlog Lane, Basildon, SS14 1PB. All items of uniform are readily available from Schoolwear Centres or the high street and donated uniform is also available. If parents/carers find any item difficult to obtain or require donated items please contact the School Office.

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 speak to their class teacher or a member of the senior leadership team 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 the school via admin@merrylands-pri.essex.sch.uk or 01268 417893 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 in accordance with the school's complaints policy.

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.

Ongoing breaches of our uniform policy will be dealt with inline with the school's 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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

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 biannually and will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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