

Billinghay CE Primary School

School Uniform Policy

November 2025

Rationale for School Uniform

We have a uniform as it can play a key role in:

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

By creating a common identity amongst all pupils, regardless of background, a school uniform can act as a social leveller. It can reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

As a school we need to ensure that our school uniform is affordable and does not place an unreasonable financial burden on families. No school uniform should be so expensive as to leave pupils or their families feeling unable to apply to, or attend, a school of their choice.

This policy should be read alongside our list of school uniform which is available on our website at www.billinghayprimaryschool.co.uk alongside a price list.

Our School Uniform

Whilst we have a single provider for our school uniform we engage with them on a yearly basis to ensure that we keep achieving the best value for money whilst retaining the quality of the items.

Most of the items of our school uniform are generic items which are widely available giving parents/carers choice and allowing them to control the cost of uniform.

From September 2026, schools should limit the number of compulsory branded items of uniform and PE kit to 3 or fewer. We have ensured that we do not have any unnecessary branded items (items with our school logo on) as part of our school uniform with none being compulsory.

- Whilst most of our pupils wear a navy sweatshirt or cardigan with the school logo on it, it is not mandatory and parents/carers are free to purchase any plain navy sweatshirt or cardigan from any supplier (e.g. supermarkets and shops).
- White polo shirts with the school logo on can be purchased from school however the majority of our pupils wear a plain white polo shirt, if they are in YR to Y4, which can be purchased from any supplier. Pupils in Y5 and Y6 wear a plain white shirt (long or short sleeved) which again can be purchased from any supplier.
- Whilst we have a tie as part of our school uniform for Y5 and Y6 pupils, which is only available from the school, we provide the first one free of charge.
- Whilst children in Y5 and Y6 have a V neck sweatshirt as part of our school uniform (due to wearing a tie) children can continue to wear their round neck sweatshirt previously worn, into Y5, until it needs to be replaced.
- Having a branded (with school logo) bag or book bag is not compulsory and children can use any bag that is sensible in style and colour and size.

Apart from a tie for Y5 and Y6 pupils (where the first one is free of charge) all the other items of our school uniform inc PE Kit, can be purchased from any supplier making them affordable.

School will take a sensible approach to allow for exceptions or adaptations to be made during extreme or adverse weather (particularly where the UK Health Security Agency has issued weather-health alerts) – for instance by allowing pupils to wear shorts, PE kit or not wearing a tie.

Second Hand Uniform

Second hand items of uniform are available direct from school. Please see a member of our admin staff (Mrs Sedlan, Mrs Woolerton or Mrs Clegg) who will be happy to help in this matter.

Uniform for PE and extra curricular activities

The items of clothing for our PE Kit can be purchased from any supplier and there is no need for any items to have the school logo on. No other types of branded sports wear can be worn as part of our PE Kit.

There is no requirement for parents to purchase any additional uniform for extra curricular activity inc sports competitions, music or dance. If your child is selected for a school team then school will provide the school kit to be worn.

Coats

Whilst we can offer parents the opportunity to purchase branded waterproofs or fleeces with the school logo on, this is by parental choice only. Children can wear any coat to school as long as it is simple and sensible in style, in a plain and easily available colour.

Other support with the cost of school uniforms

Lincolnshire County Council's (LCC) Inclusion and Attendance Service operates a small fund to assist families in extreme hardship with necessitous school clothing. The child has to be of statutory school age (5-16) and NOT eligible for pupil premium funding.

The criteria are:

1. The claimant is referred by a practitioner that is currently working with the family e.g. headteacher, school attendance officer, local authority attendance officer, social worker etc, families cannot self-refer
2. The family should be in receipt of a state benefit related to low income such as Income Support or Universal Credit
3. EXTREME circumstances causing disadvantage to a child's educational opportunity exist at the time of the claim. (such as house fire, flood or fleeing Domestic violence)
4. The claimant's family must be ordinarily resident in Lincolnshire and attending (or offered and accepted a school place at) a Lincolnshire state-funded school (maintained, community, academy, aided).

All 4 points MUST apply at the time of the application. If you feel you are eligible then please contact school.

Ensure non-uniform days are accessible to all pupils

Making decisions on non-uniform days, schools should consider the impact on families on low incomes and their ability to fully take part (especially on days which require costumes or dressing-up). This can affect attendance. In addition, participation should not be dependent on parents or pupils making a financial contribution.

Equality and discrimination considerations

When making decisions about their uniform policy, a school must have regard to its obligations under the [Human Rights Act 1998](#) and the [Equality Act 2010](#). A school will need to consider the impact of their policy on pupils who share a protected characteristic.

The relevant protected characteristics which schools should consider when developing and implementing their uniform policy are:

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

Equality and Human Rights Commission guidance on 'Preventing hair discrimination in schools'.

Our school uniform policy does not ban certain hairstyles (apart from the use of bright colours used for dying or highlights etc).

However we recognise that hairstyles worn because of cultural, family and social customs can be part of a pupil's ethnic origin and therefore fall under the protected characteristic of race or religion or belief.

We will not ban hairstyles adopted by specific racial or religious groups and we include exceptions on racial or religious grounds. This includes hairstyles such as (but not limited to): head coverings, including religious based head coverings and African heritage head wraps, braids, locks, twists, cornrows, plaits, skin fades and natural Afro hairstyles.

Governing boards should aim for their uniform policy to be as inclusive as possible, and schools should be considerate in the implementation of their uniform policy so that all pupils are able to wear the uniform.

As a school, we are willing to allow for some individual variations to our uniform policy, where necessary to avoid indirect discrimination. For instance, reasonable adjustments must be made, as appropriate, for pupils with a disability.

Religion or beliefs

Some religions and beliefs require their adherents to conform to a particular dress code or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head. Pupils have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner.

Where a school has good reason for restricting an individual's freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may be justified.

Our school uniform policy states that small stud earrings are allowed to be worn. They must be taped or taken out for PE. No other jewellery apart from a watch can be worn. We will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. It should be possible for most religious requirements to be met within our school uniform policy and our governing board will act reasonably through consultation and dialogue in accommodating these. It is well established that it would be race discrimination to refuse to let a Sikh child wear a turban because of a school policy requiring that caps be worn, but legal judgments have not supported the absolute right of people of faith to wear garments or jewellery to indicate that faith.

Complaints

Disputes about the cost of school uniforms should be resolved locally and should be pursued in accordance with the school's complaints policy. Any complaints about school uniform will be dealt with in accordance with our Complaints Policy.

Pupil non-compliance

Teachers can discipline pupils for breaching the school's rules on appearance or uniform. This should be carried out in accordance with the school's published behaviour policy.

The DfE states that schools must deal with pupil non-compliance in a proportionate and fair way. In cases where it is suspected that financial hardship has resulted in a pupil not complying with a school's published uniform policy, school will take a mindful and considerate approach to resolve the situation.

This policy has been written in accordance with the:

DfE Statutory Guidance 'Cost of School Uniforms' published 19.11.21 updated 2.6.23 and 23.10.25

DfE Statutory Guidance 'Developing a School Uniform Policy' updated 7.11.25