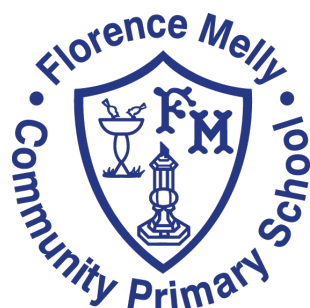


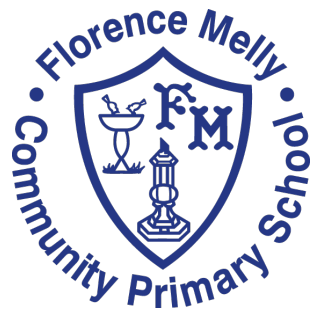


Florence Melly Community Primary School

School Uniform Policy

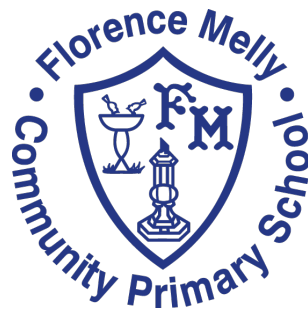
Policy Title:	School Uniform Policy		Date written:	November 2022
Written by:	Aaron Leach (Headteacher)		New or revised policy:	Revised (Version 3)
Implementation	Date of ratification:	Date presented to staff:	Date of renewal:	
	October 2026	September 2026	September 2027	





Policy Version Control

Date of Update	Overview of changes made	Version
September 2025	Changed and additional wording added to sections including adding a new section on Financial Hardship and Preloved Uniform.	V2
September 2026	Annual review completed to ensure continued compliance with statutory school uniform guidance, strengthen references to affordability, equality, financial hardship support and access to pre-loved uniform, and clarify expectations relating to uniform, appearance and sanctions.	V3



School Uniform Policy

September 2026

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Health and Safety at Work Act 1974
- Education Reform Act 1988
- Education Act 1996
- School Standards and Framework Act 1998
- Human Rights Act 1998
- Learning and Skills Act 2000
- Special Educational Needs and Disability Act 2001
- Equality Act 2010
- Education Act 2011

The following documentation is also related to this policy:

- Equality Act 2010: Advice for Schools (DfE)
- School Uniform in Multiracial Schools (NFER)
- School Uniform Guidance (DfE)
- Race Disparity Audit - Summary Findings from the Ethnicity Facts and Figures Website (Cabinet Office)

We strongly agree with the former Secretary of State for Education Nadhim Zahawi that, '*School uniform provides a sense of identity and community for children and young people, and should be a real source of pride. But it must never be a burden for parents or a barrier to pupils accessing the education.*' (November 2021)

We have decided, after consultation with parents/carers, pupils, school staff and members of the local community, to have a school uniform for our pupils as we feel it plays an important part in:

- supporting positive behaviour and discipline;
- developing and promoting the ethos of the school;
- providing a sense of belonging and identity;
- supporting teaching and learning;
- promoting a sense of pride in the school;
- promoting a sense of community and belonging towards the school;
- promoting equality;
- supporting health and safety;
- setting an appropriate tone for education; and
- creating a common identity amongst pupils regardless of background and therefore acting as a social leveller

We believe school uniform helps reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

We acknowledge that we have an obligation under the Human Rights Act 1998 to protect and to accommodate the rights of individuals to display their religious or cultural dress. Any request based on social or cultural grounds for pupils to wear other items of clothing, other than or in addition to the specified school uniform, will be considered.

We are aware that a greater number of pupils are questioning their gender identity than in the past. Therefore, our policy is gender neutral and caters for those pupils who do match clothing to gender as well as those who do not.

We believe we have a moral duty to keep costs low for our parents/carers. Therefore, we will ensure that our school uniform is affordable, and provides best value. We will also provide a platform for parents/carers to access preloved school uniform, completely free of charge.

In developing, implementing and reviewing this policy, the Governing Body has had regard to the Department for Education's statutory guidance 'Cost of School Uniforms' issued under the Education (Guidance about Costs of School Uniforms) Act 2021. The Governing Body will ensure that uniform requirements are reasonable, affordable and represent good value for money for families.

We have a moral duty to ensure that:

- school uniform is affordable;
- all items of uniform including PE kit will be costed and taken into account;
- no pupil will be discouraged from participating in any aspect of school life, such as inter-school competitions, because of the cost of additional uniform requirements;
- branded items are kept to a minimum;
- uniform supplier arrangements give the highest priority to cost and value for money including the quality and durability of the garment;
- second-hand uniforms are available for parents/carers to acquire.

We will continue to consult with parents/carers, pupils, school staff and members of the local community in order to gauge their views regarding any changes to the present school uniform. Parents/carers and pupils will be informed well in advance of any changes to this policy coming into effect.

Annually we will consider:

- the cost of school uniforms;
- using a variety of suppliers;
- only stipulating basic items and colours for uniforms so that they can be bought from a range of suppliers;
- limiting logos on items and accepting iron-on or sew-on versions;
- promoting uniform exchange or recycling schemes;
- being flexible during extreme weather conditions, for example allowing pupils to wear their PE kits in very hot weather;
- ensuring that items of clothing are gender neutral;
- flexibility in relation to uniform to meet the needs of a pupil who is undergoing gender reassignment;
- allowing any pupil to wear a skirt or trousers;
- helping those families in need with the cost of uniforms;
- allowing pupils to decide what they wear to school based on what promotes their wellbeing;
- reviewing the financial impact of the school's uniform requirements on families and making amendments where appropriate to minimise cost.

We will work closely with our Junior Leadership Team to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

Policy Aims:

- To ensure pupils wear school uniform in order to support positive behaviour and discipline, to develop the school ethos and to support effective teaching and learning.
- To ensure school uniform is affordable and will never be a burden for parents/carers or a barrier to pupils accessing education.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and the local authority to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body has:

- delegated to the Headteacher the responsibility of implementing and maintaining this policy;
- delegated powers and responsibilities to the Headteacher to ensure all school staff and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Inclusion/Equalities Link Governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring this policy is made available to parents/carers;
- responsibility for ensuring that the school has regard to statutory guidance relating to the cost of school uniform and that affordability is considered whenever uniform requirements are reviewed;
- the responsibility of involving the Junior Leadership Team in:
 - ☐ determining this policy with the Governing Body;
 - ☐ discussing improvements to this policy during the school year;
 - ☐ organising surveys to gauge the thoughts of all pupils;
 - ☐ reviewing the effectiveness of this policy with the Governing Body.
- nominated a link governor to:
 - ☐ visit the school regularly;
 - ☐ work closely with the Headteacher and the coordinator;

- ☐ ensure this policy and other linked policies are up to date;
 - ☐ ensure that everyone connected with the school is aware of this policy;
 - ☐ attend training related to this policy;
 - ☐ report to the Governing Body every term;
 - ☐ annually report to the Governing Body on the success and development of this policy.
- responsibility for the effective implementation, monitoring and evaluation of this policy.

Role of the Headteacher

The Headteacher will:

- work in conjunction with the Senior Leadership Team to ensure all school personnel, pupils and parents are aware of and comply with this policy;
- consider these factors when developing or reviewing this policy:
 - ☐ Assess the overall cost implications
 - ☐ Assess the impact variations of the present uniform
 - ☐ Avoid frequent changes
 - ☐ Consider how costs affect different groups of pupils
 - ☐ Engage with parents/carers and pupils
 - ☐ Avoid needing additional uniform for extra-curricular activities
 - ☐ Engage with uniform suppliers
- ensure this policy is:
 - ☐ published on the school website;
 - ☐ available for all parents/carers including prospective pupils;
 - ☐ easily understood;
 - ☐ remains compliant with the School Uniform Act 2021 and relevant Department for Education guidance
- consider these factors when tendering for a uniform contract:
 - ☐ Views of parents and pupils
 - ☐ Timing
 - ☐ Uniform specification
 - ☐ Delivery
 - ☐ Sustainability and ethical supply chains
- ensure that uniform requirements remain reasonable, necessary and proportionate and do not create unnecessary financial barriers for families;
- ensure arrangements are in place so that second-hand uniforms are available for parents/carers to acquire;
- ensure support for school clothing to help with the cost in cases of financial hardship;
- ensure information about uniform suppliers, pre-loved uniform arrangements and available financial support is published on the school's website and communicated to parents/carers;
- ensure parents/carers have the choice of purchasing school uniform directly from the school or from shops on the high street or online;
- ask staff to work with pupils and families to promote compliance with the school's uniform expectations and to raise any concerns with school leaders where additional support may be required;
- impose sanctions for non-compliance with school uniform;
- write to parents/carers of pupils abusing this policy asking for their support before any further sanctions are imposed

- process any complaints received in the appropriate way as stated in the school's complaints policy;
- report to the Governing Body the number of pupils who abuse this policy;
- make effective use of relevant research and information to improve this policy;
- work closely with the Link Governor and uniform coordinator;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy by speaking with pupils, school staff, parents/carers and governors;
- annually report to the Governing Body on the success and development of this policy.

Role of School Staff

School staff will:

- comply with all aspects of this policy;
- lead by example dressing appropriately in line with the school's staff dress code;
- be of a neat and tidy appearance;
- report any pupil who does not comply with this policy;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community.

Role of our Pupils

Pupils will:

- be aware of and comply with this policy by wearing correct uniform;
- be polite and well behaved at all times;
- show consideration to others;
- liaise with the Junior Leadership Team about any improvements to this policy;
- take part in questionnaires and surveys.

Role of Parents/Carers

Parents/carers will:

- be aware of and comply with this policy by ensuring their children wear school uniform at all times;
- be contacted if their child is not wearing the correct uniform;
- ensure that their child's uniform is clean and good repair;
- be asked to take part in periodic surveys

School Uniform

Florence Melly Community Primary School is committed to keeping school uniform affordable for all families. Branded and unbranded school uniform can now be purchased through an online booking form. We have recently set up a new partnership with the uniform company - Stitch Design. Stitch Design are an online uniform company who will provide high quality school uniform at a lower cost for our families. Our office staff have spent a significant amount of time researching suppliers and found Stitch Design to be the best option moving forward. All orders for uniform can be made online with a choice of delivery options. There is no cost for delivery to school, and home delivery varies from free to a maximum of £4.25 (orders over £50 are delivered free of charge)

For more information, please visit: https://www.stitchdesign.co.uk/uniform/Flo_Melly.

Alternatively, our uniform can also be bought from Lisa's School Wear on Priory Road or unbranded items are available at most major supermarkets.

The school will periodically review its uniform supply arrangements to ensure they continue to provide best value for money, sufficient competition and an appropriate balance between cost, quality, availability and sustainability.

Branded and Unbranded Uniform

Florence Melly Community Primary School is committed to keeping school uniform affordable for all families.

There are no compulsory branded items within our school uniform. Parents/carers may choose to purchase branded school items, such as jumpers, cardigans and PE hoodies, if they wish; however, non-branded alternatives that meet the school's colour and appearance requirements are equally acceptable.

All uniform items may be purchased from a retailer of the family's choice, provided they comply with the school's uniform expectations. The school actively seeks to minimise costs, maximise parental choice and ensure that school uniform is never a barrier to attendance, participation or inclusion.

Winter uniform consists of...

- A blue jumper or cardigan.
- Grey trousers, a grey skirt or pinafore.
- A white polo shirt or shirt with a tie.
- Black shoes, black ankle boots or black trainers.

Spring/Summer uniform consists of... (the items listed above and/or:)

- Grey shorts.
- A blue gingham summer dress.
- Black shoes, black trainers, white pumps, or white, blue or clear jelly shoes.

PE kit...

- We encourage the children to come to school wearing their PE kits on their designated PE day. They should wear a blue jogging suit over their PE kit.
- A blue hoody or zip up top.
- Blue tracksuit bottoms.
- A white polo shirt or white round neck t-shirt.
- Blue shorts.
- Black plimsoles or black trainers.
- **Football kits are not allowed.**

Where a pupil is unable to attend school wearing the correct PE kit, they will not be disadvantaged or excluded from learning. The school will work with parents/carers to ensure that appropriate arrangements and support are put in place.

There are lots of uniform combinations for parents/carers to choose from. We have produced an informative infographic designed to show parents/carers what acceptable school uniform looks like.

Hair, make-up and piercings...

- Make up, including nail polish, should not be worn.
- Pupils who have pierced ears may wear a discreet stud in one or both ears. These must be removed during PE lessons for safety reasons.
- Jewellery is not part of the school uniform and should not be worn unless required for religious or medical reasons. Where jewellery is worn contrary to this policy, pupils may be asked to remove it. The school cannot accept responsibility for the loss or damage of jewellery brought to school unnecessarily.
- Extremes in hairstyle are to be avoided. Hair should not be dyed any non-natural colour, i.e. pink, blue, green etc.

Any concerns regarding hair, appearance or presentation will be addressed respectfully and sensitively. Decisions will be made in line with the school's equality duties, taking account of cultural, religious, medical or individual needs.

Footwear...

This is an important aspect of our school uniform. Please see the photos below, illustrating which footwear is acceptable. Our school allows:

- All black, plain, leather, polishable shoes (like those pictured below).
- White, blue or clear jelly shoes (in the Spring/Summer).
- Plain, black ankle boots (in the Winter).



We do **NOT** allow:

- Brightly coloured trainers.
- Coloured or embroidered fashion shoes.

School Uniform Infographic

We have created an informative uniform infographic to model to parents/carers our high expectations and the range of uniform combinations available. This is merely a guide; should you have any questions about our school uniform or different uniform combinations, please contact the school office on 0151 226 1929 or via email: schooladmin@fmp.liverpool.sch.uk. This infographic is available in the appendices at the end of this policy statement.

The school recognises that occasional difficulties relating to uniform may arise. Where concerns relate to affordability, availability, medical needs, disability, religion, culture, safeguarding or other exceptional circumstances, the school will work constructively with families to identify a suitable solution before considering any response under the school's behaviour procedures.

Uniform Breaches and Sanctions

We will take appropriate action if any pupil does not adhere to this policy. But first we will discuss with the pupil and/or the parent/carer the reason why in order to establish a way forward.

Any response to incorrect uniform will be reasonable, proportionate and supportive. The school will consider individual circumstances, including financial hardship, SEND, disability, medical needs, safeguarding concerns, religious requirements and protected characteristics before determining any action.

Pupils will not be excluded, suspended or sent home from school solely as a result of not wearing the correct school uniform. Any issues relating to uniform will be addressed sensitively and proportionately, taking account of individual circumstances, equality duties and safeguarding considerations.

Financial Hardship and Preloved Uniform

Where families experience financial difficulty, the school will work discreetly and supportively with parents/carers to ensure that pupils are able to attend school in appropriate uniform without disadvantage.

If you are struggling and need any item of school uniform, please let us know. We have a huge bank of preloved uniform items which have been kindly donated by parents/carers. These are in great condition and are absolutely free of charge. This facility is organised and coordinated by the school's Pastoral Lead. Please contact the Pastoral Team if you require support.

Families experiencing financial hardship are encouraged to contact the school as early as possible. Requests for support will be handled sensitively and confidentially. No pupil will be disadvantaged, excluded from learning or prevented from participating fully in school life because of financial difficulties relating to school uniform.

Complaints

We have in place clear procedures to deal with any complaint made against the school or individuals connected with it. We take any complaint seriously and we deal with them professionally following set procedures. Please see the school's complaints procedure for further information.

Parents/carers who have concerns regarding the affordability of school uniform, the availability of second-hand uniform or the implementation of this policy should first contact the school. Where concerns cannot be resolved informally, complaints may be pursued through the school's published complaints procedure.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- School website;
- Meetings with parents/carers such as introductory, transition, parent-teacher consultations and periodic curriculum workshops;
- School events;
- Meetings with school staff;
- Written communications with home such as weekly newsletters and of end of half term newsletters;
- Headteacher reports to the Governing Body;
- Information displays in the main school entrance;
- Text messages;
- Email;
- Social media.

Training

We:

- have in place appropriate training for this policy that is undertaken by a registered training provider that covers:
 - All aspects of this policy
 - Physical Education
 - Swimming
 - Educational Visits
 - Social Events for Pupils
 - Equal opportunities
 - Inclusion
- ensure the content of all training is correct, delivered well and engages staff as we believe that the more engaging training is, the better the outcomes that we need to measure.

Monitoring the Implementation and Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

We believe this school policy:

- is an essential part of the school;
- supports staff in managing certain situations;
- forms an important framework that will ensure consistency in applying values and principles throughout the establishment;
- provides guidance, consistency, accountability, efficiency, and clarity on how the school operates;
- provides a roadmap for day-to-day operations;
- ensures compliance with laws and regulations, gives guidance for decision-making, and streamlining internal processes;
- is designed to influence and determine all major decisions, actions and all activities taking place within the boundaries set by them;
- stems from the school's vision and objectives which are formed in strategic management meetings.

Appendix 1 - School Uniform Infographic

			
Polo, cardigan and skirt.	Pinafore, shirt/tie and cardigan.	Pinafore and shirt/tie.	Summer dress and cardigan.
			
Summer dress.	PE tracksuit (zippy), cap and plimsoles.	PE kit with hoody.	PE kit (polo, shorts and plimsoles).
			
Polo, jumper, trousers and shoes.	Polo, trousers and shoes.	Polo, jumper, shorts and shoes.	Shirt/tie, shorts and shoes.
			
Shirt/tie, jumper, shorts and shoes.	PE tracksuit (hoody), cap and plimsoles.	PE kit with zippy.	PE kit (round neck, shorts and plimsoles).