

School Uniform Policy

Watermill School



Approved by:	Amy Clewlow Chair of Governors	Date: 12/3/25
Last reviewed on:	New policy	
Next review due by:	12/3/28	

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 are kept as low as possible.
- 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 [Olivia Walker – family worker], 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 consider whether any items with distinctive characteristics are necessary.
 - Allowing parents/ carers to buy any of the school uniform in non-branded items in similar colours from a shop of parents' choice.
- We will have second-hand/ pre-loved items of uniform available in all sizes.
- Limiting any items with distinctive characteristics where possible, for example, by only asking that the blazer, worn over the jumper, features the school logo.

- We have no specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes other than that they are safe and appropriate for school.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller.
- We have limited the optional different uniform requirements to KS4. All KS4 uniforms can also be bought unbranded.
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for school uniform

4.1 Our school uniform

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Reception to Year 9:

Yellow (GOLD) polo shirt (branded or unbranded)

Royal Blue Jumper/ cardigan (Branded or unbranded)

Grey or black trousers/ skirt/ jogging trousers.

KS4 (Yr 10 &11): White shirt/ polo

Black blazer (branded or unbranded)

Black trousers

PE: Pale blue polo (branded or unbranded)

Black or blue shorts/ jogging trousers

Optional Royal Blue fleece or Navy Blue Fleece (branded or unbranded)

Shoes: flat shoes with fastening appropriate to age or ability.

For PE: trainers or pumps.

For safety reasons, please avoid jewelry for school. Earrings if worn should be studs.

Items worn for religious reasons are allowed.

There are no restrictions on hairstyles, but ideally long hair should be tied back when taking part in physical activities such as PE. Watermill reserves the right to ask parents to amend hairstyles (for example if offensive symbols are shaved into hairstyles).

We recognise that many of pupils will need to have adapted uniform – such as wearing jogging trousers. Please discuss this with Olivia Walker or Jen Lomas.

4.2 Where to purchase it.

Branded items can be purchased from Watermill School.

Non-branded items can be purchased from the majority of supermarkets/ high street retailers.

Second hand/ pre-loved items are accessed through school. Please speak to reception or Olivia Walker (Family Worker), Jen Lomas (head Teacher) or make a request through your class teacher.

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)

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 [Jen Lomas](#) (Head Teacher) 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 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 every three years by Jen Lomas. At every review, it will be approved by [Watermill local governing board)

7. Links to other policies

This policy is linked to our:

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