



School Uniform Policy

Agreed by Governors: Spring 2026

To be reviewed: Spring 2028

1) Purpose and Principles

Dothill Primary's uniform helps promote our ethos, belonging and an appropriate tone for learning. At the same time, we will **ensure our policy aligns with the Human Rights Act 1998 and Equality Act 2010** and actively supports pupil wellbeing.

We commit to:

- **Legal compliance** with equality and human rights duties, including avoiding direct and indirect discrimination and making **reasonable adjustments** for disabled pupils.
- **Inclusion and comfort**, with particular attention to **sensory needs** and practical comfort to enable concentration and participation.
- **Affordability**, limiting branded items and enabling access to second-hand uniform, consistent with statutory guidance on uniform cost.
- **Co-production**: working in partnership with families and pupils to develop, implement and review policy.

2) Legal and Regulatory Framework

This policy is guided by:

- **DfE: Developing school uniform policy** (updated 7 Nov 2025) – governing boards should consider needs of pupils with SEND, review whether items create challenges and ensure alignment with human rights and equalities law.
- **Equality Act 2010** – duties on schools to avoid discrimination and provide **reasonable adjustments** (including auxiliary aids/services) for disabled pupils.
- **Human Rights Act 1998** – rights relevant to expression, religion/belief and dignity; schools must balance rights proportionately.
- **Education (Guidance about Costs of School Uniforms) Act 2021** – duty to have regard to statutory guidance on affordability.

3) Core Uniform

To keep costs down, most items can be purchased **from high street shops**. Only a **small number of branded items** are optional.

Everyday uniform (choose from):

- **Tops**: Pale blue polo shirt, blouse or shirt; royal blue sweatshirt, cardigan or fleece (school logo optional).
- **Bottoms**: Black or grey trousers, shorts, skirt or pinafore (any comfortable cut).
- **Dresses**: Blue and White gingham (summer option).

- **Footwear:** Plain black shoes or trainers; flats required for safety.
- **Outerwear:** Sensible coat for weather; hats/gloves/scarves as needed.

PE Kit (choose from):

- Plain pale blue t-shirt (logo optional); black tracksuit bottoms, joggers, shorts or leggings; trainers. Optional black zip up hoodie or sweatshirt colder weather.

Appearance:

- Hair should be tied back when required for PE/science/DT for safety. Simple hair accessories in school colours. Minimal jewellery (e.g., small studs), removed or taped for PE.

Uniform items bearing the school logo, such as sweatshirts, polo shirts and fleece jackets can be purchased from our uniform supplier: Baker and Son Schoolwear, New Row, Wellington, TF1 1LU. Visit their website: [Baker and Son website](#) Alternatively, plain items in the appropriate colours may be purchased from local retailers.

4) Flexibility, Adjustments and Alternatives (SEND and Individual Needs)

Dothill Primary will **proactively identify and mitigate any uniform-related challenges** for pupils with SEND or other protected characteristics by offering **flexibilities, adaptations, adjustments or alternatives**.

Examples include:

- **Comfort and sensory adjustments:** soft-seam/sensory-friendly garments; tag-free items; breathable/natural fabrics; tolerance for trainers or softer footwear where needed.
- **Medical and physical needs:** adapted fastenings (Velcro/magnetic), elastic waists, roomier cuts, permission for compression wear or medical devices to be accommodated discreetly.
- **Allergy/skin conditions:** alternatives to synthetic fabrics; permission for cotton layers; avoidance of irritant materials.
- **Reasonable adjustments for disability:** individualised plans that may include different footwear, altered PE kit requirements, or flexibility in specific items, agreed with families and recorded.
- **Religion/belief and expression:** respectful accommodations (e.g., head coverings, modesty wear) balanced with safety requirements.

Process: Families/carers should contact the SENCo to request adjustments; the school will **co-design** a pragmatic solution and review it regularly.

5) Engagement, Consultation and Co-production

Policy development and review will be **co-produced** with pupils, parents/carers (including SEND families), staff and governors.

6) Affordability and Access

We will:

- **Limit compulsory branded items** (currently none are compulsory; logo items are optional).
- Publish clear, up-to-date **supplier information** and ensure generic equivalents are permitted.
- Operate a **second-hand uniform** provision, promoting sustainability and affordability.
- Provide **discreet assistance** for families facing hardship and consider short-term flexibility where needed.

7) Safeguarding, Health & Safety

Uniform expectations will never compromise safety. Where safety requirements (e.g., PE, science, trips) necessitate temporary changes, **reasonable adjustments** will still be considered to avoid substantial disadvantage.

8) Non-Compliance and Restorative Approach

If a pupil is unable to meet uniform expectations:

- Staff will first explore **underlying reasons** (comfort, SEND, affordability, religion/belief) and seek a supportive solution.
- We avoid punitive responses that could **indirectly discriminate** or impact wellbeing, using a restorative approach and short-term flexibility while support is arranged.
- Concerns or complaints can be raised through the school's complaints procedure.

9) Monitoring and Impact Assessment

The governing board will **monitor the impact** of the uniform policy on attendance, participation, behaviour and inclusion (including for pupils with SEND), and will publish a brief annual summary. This satisfies our Public Sector Equality Duty to have due regard to eliminating discrimination and advancing equality.

10) Roles and Responsibilities

- **Governing Board:** sets and reviews policy; ensures compliance with Equality Act/HRA and affordability guidance.
- **Headteacher/Senior Leaders:** implement policy; oversee supplier arrangements and second-hand scheme.

- **SENCo/Designated Staff:** coordinate reasonable adjustments; liaise with families and external professionals.
- **Parents/Carers and Pupils:** participate in co-production; request adjustments where needed; share feedback.

Appendix A: Example Reasonable Adjustments Menu

- Substitute fabrics (e.g., 100% cotton top instead of polyester).
- Soft-seam/flat-lock garments; removal of labels/tags; tolerance for base layers.
- Alternative footwear (trainers, soft-soled) for sensory/orthotic/medical reasons.
- Alternative fastenings (Velcro/magnetic) to aid dressing independence.
- Modified PE kit (long-sleeve/leggings; adaptive fabrics).
- Religious headwear/modesty wear permitted in school colours, balanced with safety guidance.

Appendix B: Consultation Plan

- **Spring term:** survey to parents/carers and pupils on comfort, cost, and inclusion; targeted SEND forum.
- **Summer term:** publish draft changes; hold drop-ins; governing board approval; website update. [\[nga.org.uk\]](http://nga.org.uk)

Key Sources

- DfE: **Developing school uniform policy** (updated 7 Nov 2025) – non-statutory guidance, compliance with HRA 1998 and Equality Act 2010, affordability context. [\[gov.uk\]](http://gov.uk)
- EHRC: **Reasonable Adjustments for Disabled Pupils** – practical guidance for schools. [\[equalityhumanrights.com\]](http://equalityhumanrights.com)
- DfE Education Hub: **What are reasonable adjustments...** – examples including uniform adaptations. [\[educationhub.log.gov.uk\]](http://educationhub.log.gov.uk)
- **Equality Act 2010** departmental advice for schools. [\[assets.publishing.service.gov.uk\]](http://assets.publishing.service.gov.uk)
- **Human Rights Act 1998** (legislation). [\[legislation.gov.uk\]](http://legislation.gov.uk)
- **Education (Guidance about Costs of School Uniforms) Act 2021** – affordability duty. [\[legislation.gov.uk\]](http://legislation.gov.uk)
- PACC Shropshire: summary of the **Nov 2025 uniform guidance update** and SEND emphasis. [\[paccshropshire.org.uk\]](http://paccshropshire.org.uk)

- NGA: developing **affordable and inclusive** uniform policies; publishing and review good practice. nga.org.uk