



EMMBROOK INFANT SCHOOL UNIFORM POLICY

September 2025



Document Control

Document owner:	Chief Executive Officer
Executive responsible for review and update:	Director of Education
Approver:	Chief Executive Officer
Trustee Committee with oversight:	Educational Outcomes Committee
Reviewed:	Ali Brown
Approved:	Ginny Rhodes
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Category of policy:	This Policy is an Adapt and Adopt Policy which means it must be amended and, with the prior agreement of the Director of Education, adopted by each Headteacher for their school.
Adapted by Headteacher:	Grace Massarella
Agreed by Director of Education:	Ali Brown
Date agreed:	8 September 2025
Required on website:	Yes



Document Change History

The table below contains the changes made between the different final editions of this document set for approval. This is to help provide information to those reviewing and approving the document of the changes being made.

Version	Section	Details of Change
September 2025	All	<p>New policy format introduced.</p> <p>Following the introduction of a new local governance model with effect from September 2025, references to Local Advisory Board (LAB) and Local Advisors removed and policy to be approved by Director of Education, once adapted by a Headteacher and before adoption by the school.</p>



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1 Aim of the Policy

1.1 The Circle Trust is committed to preserving the unique ethos of each school within the Trust while ensuring that school uniform expectations align with best practice and statutory guidance. This policy aims to:

- 1.1.1 respect Individual School Identity: Each school within The Circle Trust maintains autonomy over its uniform expectations, which are determined by the Headteacher and approved by governance, ensuring alignment with DfE guidance. Some schools may adopt a formal dress code rather than a specific uniform policy.
- 1.1.2 adhere to Legal and Best Practice Standards: The Trust follows the DfE statutory guidance on the cost of school uniforms, as well as its obligations under the Human Rights Act 1998 and the Equality Act 2010. It also incorporates good practice from DfE non-statutory guidance when shaping uniform expectations.
- 1.1.3 recognise the Value of Uniform: The Trust acknowledges the benefits of school uniform, including:
 - (i) Safety – A recognisable uniform helps identify pupils within the school and wider community, supporting safeguarding.
 - (ii) Preparation for the Future – Wearing a uniform fosters an understanding of dress standards expected in professional environments.
 - (iii) Value for Money and Sustainability – Uniform is a cost-effective way of dressing for school, reducing fashion pressures, supporting second-hand use, and promoting sustainability.
 - (iv) Readiness to Learn – Wearing the school uniform fosters a mindset of focus, discipline, and engagement in learning.
 - (v) Pride and Belonging – A shared uniform reinforces a sense of identity and pride in being part of the school community.

1.2 This policy ensures that all schools within The Circle Trust maintain a uniform approach that is fair, inclusive, and reflective of their unique ethos while meeting statutory and best practice guidelines.

2 Key Principles of the Uniform Policy

2.1 The Circle Trust has developed this policy to establish clear expectations regarding school uniform while respecting the unique ethos of each school. This policy is guided by the following key principles:

- 2.1.1 compliance with Statutory Duties and Best Practice-The Circle Trust adheres to statutory guidance, including the Human Rights Act 1998, the Equality Act 2010, and the DfE's statutory and non-statutory guidance on school uniforms. The policy ensures transparency, consistency, and responsible decision-making.



- 2.1.2 defined Roles and Responsibilities-The policy provides clarity on the responsibilities of Trustees, the Executive Headteacher, Local Advisory Boards, and Headteachers in setting and approving uniform expectations.
- 2.1.3 affordability and Value for Money-The Trust's approach to school uniform ensures that it remains reasonably priced, accessible, and offers the best value for money for parents and carers, including the promotion of second-hand uniform options to support sustainability.
- 2.1.4 inclusive Coverage Across Schools-This policy applies to all pupils up to Year 11 across The Circle Trust's schools, ensuring a fair and consistent approach.
- 2.1.5 appropriate Dress Code for Sixth Form-While Sixth Form pupils may not be required to wear a specific uniform, they are expected to follow a dress code that aligns with their school's ethos and values.

3 The Benefits of an effective Uniform Policy

- 3.1 An effective uniform policy enhances the work of The Circle Trust and supports its strategic objectives by:
 - 3.1.1 promoting Inclusion and ensuring that uniform expectations align with the Trust's core value of inclusion, fostering a sense of belonging and equity among all pupils;
 - 3.1.2 ensuring financial responsibility, supporting the responsible stewardship of Trust and school finances by promoting cost-effective uniform choices that offer value for money for families;
 - 3.1.3 safeguarding the Trust's Reputation and upholding high standards of presentation and consistency across schools, reinforcing the Trust's commitment to excellence and community pride;
 - 3.1.4 maintaining legal and regulatory compliance by aligning with all relevant legislation, including the Human Rights Act 1998, the Equality Act 2010, and DfE statutory guidance on school uniforms, ensuring fairness and accountability.

4 Roles and responsibilities

- 4.1 The Board of Trustees will Provide strategic oversight of the Uniform Policy, ensuring it supports the Trust's vision for high standards of education, inclusion, and pupil well-being.
- 4.2 The Chief Executive Officer (CEO) will:
 - 4.2.1 approve the Uniform Policy, ensuring it aligns with the core values and strategic objectives of The Circle Trust.
 - 4.2.2 ensure consistent and effective implementation of the policy across all Trust schools.
 - 4.2.3 regularly evaluate the impact and effectiveness of the policy, using attendance data, stakeholder feedback, and updated statutory guidance to inform any necessary or appropriate revisions.



4.2.4 report changes to the Educational Outcomes Committee of the Board of Trustees at its next scheduled meeting.

4.3 The Headteacher will:

4.3.1 adapt the policy to reflect the specific processes and procedures of the school, ensuring alignment with the Trust-wide framework and submit to, and secure the approval of, the Director of Education to the adapted policy prior to adoption;

4.3.2 ensure the Uniform Policy is consistently implemented in daily school operations;

4.3.3 actively engage with pupils when considering or making significant changes to the uniform policy, ensuring their perspectives are valued;

4.3.4 clearly communicate uniform expectations and appearance guidelines by displaying them on the school website and informing all stakeholders. A direct link to uniform expectations must be included as an appendix to this policy;

4.3.5 take a thoughtful and flexible approach to uniform adjustments in extreme weather conditions, including considerations for classroom ventilation;

4.3.6 provide parents/carers with clear information on where to source uniform and actively promote second-hand uniform sales to support affordability and sustainability.

5 Communicating with parents/carers, children and young people regarding uniform

5.1 A school's uniform policy, including expectations and appearance guidelines, must be:

5.1.1 Clearly displayed on the school's website, easily accessible to all parents, including those of prospective pupils, and written in a way that is simple to understand.

5.1.2 Communicated effectively to pupils and staff to ensure clarity and consistency in expectations.

6 Cost of Uniform

6.1 All schools within The Circle Trust must ensure that their uniform is affordable, so that cost is not a barrier for families when choosing a school.

6.2 When determining uniform costs, the Headteacher and Local Advisors must consider the total expense for families, including all required uniform items and PE kits.

6.3 Schools should minimise the use of branded items, limiting them to durable or low-cost essentials. Most uniform items should be readily available from a variety of retailers. While branded items may need to be purchased from specific suppliers, schools must prioritise affordability and value for money when selecting uniform providers.



- 6.4 Schools must ensure that second-hand uniform options are available to all families, either by signposting to an existing scheme or establishing their own provision. Clear information on second-hand uniform availability must be published on the school's website for both current and prospective parents.

7 Compliance to wear the school uniform

- 7.1 Headteachers and governance bodies have a duty to ensure that all school policies promote good behaviour and discipline.
- 7.2 Pupils are expected to always wear their school uniform correctly, except on designated non-uniform days, including when:
- 7.2.1 On the school premises
 - 7.2.2 Travelling to and from school
 - 7.2.3 Attending school-organised events, trips, or representing the school (where required)
- 7.3 If a pupil is not wearing the correct uniform, the school will first encourage compliance and communicate with parents/carers to identify and address any potential barriers. Schools will work in partnership with families to resolve uniform issues wherever possible.
- 7.4 If non-compliance is a behavioural issue, it will be managed in accordance with The Circle Trust's Behaviour Policy. In line with DfE guidance, Headteachers have the authority to discipline pupils for failing to wear the correct uniform. Repeated failure to comply with uniform expectations may result in suspension or exclusion.
- 7.5 Headteachers have the discretion to approve individual uniform adaptations, whether temporary or permanent, to accommodate specific needs—for example, for pupils with significant sensory sensitivities related to a special educational need.

8 Equalities Act 2010 and public sector duty

- 8.1 While the Equality Act 2010 does not specifically address school uniforms or appearance-related policies (such as hair colour, hairstyles, jewellery, and make-up), it is the responsibility of each headteacher to determine uniform expectations and related appearance rules. In doing so, Local Advisory Boards must ensure compliance with their statutory obligations.
- 8.2 The Circle Trust acknowledges evolving societal norms regarding dress. While many schools maintain differences in uniform requirements for male and female pupils, this is not considered discriminatory unless it places one gender at a disadvantage. Uniform policies should maintain equitable overall standards of dress for all pupils.
- 8.3 Headteachers will consider reasonable flexibility in uniform policies to accommodate the needs of pupils, such as those undergoing gender reassignment.
- 8.4 The Circle Trust recognises that some pupils may choose to wear distinctive garments or accessories for religious reasons. This may include wearing or carrying religious artefacts, maintaining uncut hair,



dressing modestly, or covering the head. While children and young people have the right to manifest their religion or belief, this right is not absolute and may be subject to reasonable limitations in certain contexts. Headteachers will consider cultural, racial, and religious needs sensitively, ensuring that reasonable accommodations are made where possible while upholding key school policies related to safety, discipline, and inclusivity.

- 8.5 The CEO and Headteachers will regularly review the uniform policy considering changing societal perspectives and will seek the views of parents/carers, pupils, and the wider school community as part of this process.

9 Complaints and challenges to school uniform policy, expectations and rules associated with appearance

- 9.1 The Circle Trust is committed to maintaining an open and transparent approach to school uniform policies and related appearance expectations. Should any concerns or challenges arise regarding the uniform policy, these should be addressed in accordance with The Circle Trust's Complaints Policy, ensuring a fair and timely resolution process.
- 9.2 Complaints should be directed to the Headteacher for review. There will be an opportunity for parents/carers, pupils, or staff to discuss the issue, understand the rationale behind the policy, and explore potential solutions or adjustments, where appropriate.
- 9.3 If the issue cannot be resolved at the school level, the headteacher will escalate the matter to the CEO for further review. The Trust will ensure that any decision aligns with legal obligations, best practice, and the principles of inclusivity, while balancing the needs of the school community. The Trust encourages open dialogue and collaborative resolution to ensure that the school uniform policy reflects the diverse needs of the school community while upholding the school's core values of safety, inclusivity, and respect for all.



Appendix A Emmbrook Infant School Uniform Protocol

At Emmbrook Infant School, we believe that a school uniform is important in building the pupils' sense of identity and belonging to the community of the school. It instils a sense of pride in the school and supports positive behaviour. It is one of the symbols of the ethos of the school and protects children from social pressures whatever their race, religion, gender or background.

There are other advantages to having a school uniform which are important to the school, such as security, where a uniform enables pupils to be identified easily.

Our school uniform:

- Long grey or black trousers or shorts (summer)
- Grey or black skirt or pinafore dress
- White polo shirt
- Grey or black smart shorts (summer)
- Forest green v-neck jumper or v-neck or crew neck sweatshirt – preferably with school logo
- Forest green cardigan or sweat cardigan – preferably with school logo
- Dark coloured socks (no trainer socks)
- Sensible black school shoes which provide a good grip and fasten securely, no open-toe sandals or trainers or boots
- Summer green and white checked dress
- Dark green, grey or black tights

PE Kit

- Plain forest green T-shirt preferably with school logo
- Plain black or green shorts
- Any tracksuit for outdoor PE – no hoods please
- Trainers (not plimsolls)

Logoed items of school uniform are available from the EARTH UNIFORM website:

<https://www.earthuniform.com/collections/emmbrook-infant-school>

School uniform may also be purchased from other suppliers e.g. supermarkets.

PE Kit should be in school all the time and only taken home at each half-term for washing. Please provide a named bag in which your child can keep their PE Kit whilst at school.

Shoes should provide a good grip and fasten securely for the sake of the child's safety in the playground. Trainers and boots are NOT acceptable as school shoes.

Jewellery should not be worn in school – only a watch is permitted. If a child has pierced ears, plain gold or silver studs only should be worn. For safety, they should be removed during PE. If the earrings cannot be removed by the child, protective tape will be provided and applied for PE lessons. Religious adornments are permitted to be worn during the school day but must be removed for PE lessons. The school does not accept any responsibility for looking after religious adornments or jewellery.



Extreme hairstyles are not acceptable in school and only natural colours are suitable for the children. Please support us in this by not allowing your child to attend school with inappropriate hairstyles (tramlines) and colours. Hair accessories e.g. slides, scrunchies and bands are to be plain in nature, dark green, black or white and long hair should be tied back at all times, and especially for PE lessons.

Nail Varnish should not be worn at school and we kindly request that children do not have visible 'tattoos'.

Holiday braids and friendship bracelets are not appropriate for school and we ask that they be removed when returning to school.

It is important that ALL of your child's belongings are clearly named. Each term, we collect an enormous quantity of un-named items, many of which are almost new. Our lost property box is located near the stairs by the hall and is cleared at the end of each term, with any unclaimed items donated to charity.