



School Uniform Policy

Last Reviewed	September 2026
Next Review Date	September 2027
Review Calendar	Annually

This policy reflects Department for Education statutory and non-statutory school uniform guidance updated 6 July 2026, including the legal limit on compulsory branded uniform items in force from 1 September 2026.

Contents

- 1. Aims and statement of intent
- 2. Legal and statutory framework
- 3. Equality, inclusion and reasonable adjustments
- 4. Affordability and the legal limit on branded items
- 5. NMP uniform requirements
- 6. PE kit
- 7. Religious, cultural and SEND-related adjustments
- 8. Footwear, jewellery, hair and appearance
- 9. Adverse weather and short-term flexibility
- 10. Second-hand uniform and financial support
- 11. Suppliers and procurement
- 12. Expectations of pupils, parents, staff and governors
- 13. Attendance, non-compliance and complaints
- 14. Monitoring and review
- 15. Links to other school policies
- Appendix 1: Uniform at a glance
- Appendix 2: Policy review record

1. Aims and statement of intent

Norbury Manor Primary School believes that a simple, inclusive and affordable school uniform supports a strong sense of belonging, promotes equality, supports safeguarding and helps set an appropriate tone for learning.

This policy aims to:

- set out clear expectations for school uniform and appearance;
- ensure the uniform is affordable and provides value for money for families;
- comply with the legal limit on compulsory branded school uniform and PE items from 1 September 2026;
- avoid unlawful discrimination and provide appropriate flexibility and reasonable adjustments;
- ensure uniform requirements are practical, safe and suitable for primary-aged pupils;
- make clear which items are compulsory, optional, branded or generic; and
- explain how families can access second-hand uniform and financial support.

For the purposes of this policy, “uniform” includes clothing and PE kit, footwear, headwear, jewellery and accessories, hairstyles and other aspects of appearance where the school has set expectations.

2. Legal and statutory framework

The governing body is responsible for deciding whether the school has a uniform and, if so, what it includes. In doing so, the school and governing body will have regard to and comply with relevant legislation and guidance, including:

- Education Act 1996, including section 551ZA as inserted by the Children’s Wellbeing and Schools Act 2026;
- Children’s Wellbeing and Schools Act 2026 – legal limit on compulsory branded uniform items;
- Education (Guidance about Costs of School Uniforms) Act 2021;
- Department for Education statutory guidance: Cost of school uniforms (updated 6 July 2026);
- Department for Education guidance: Developing school uniform policy (updated 6 July 2026);
- Equality Act 2010 and the Public Sector Equality Duty;
- Human Rights Act 1998; and
- Equality and Human Rights Commission guidance on preventing hair discrimination in schools.

The school will publish this policy on its website and make it available to current and prospective families. The policy will clearly identify which items are required and which are optional.

3. Equality, inclusion and reasonable adjustments

The school will implement its uniform policy consistently, fairly and inclusively. We will not unlawfully discriminate against a pupil because of a protected characteristic. In particular, uniform decisions will take account of sex, race, religion or belief, disability, gender reassignment and pregnancy where relevant.

The school will also have due regard to its Public Sector Equality Duty and will consider the impact of uniform requirements on different groups of pupils.

To support equality and inclusion, the school will:

- provide uniform choices that can be worn by any pupil rather than separate “boys” and “girls” uniform lists;
- consider individual variations where necessary to avoid discrimination;
- make reasonable adjustments for disabled pupils and pupils with SEND, including sensory, physical or medical needs;

- accommodate religious and cultural dress requirements wherever reasonably possible, subject only to proportionate health, safety or safeguarding requirements;
- avoid rules that unlawfully disadvantage pupils because of their hair texture, hairstyle, culture, race or religion; and
- consider requests for adjustments sensitively and on an individual basis.

Parents or carers who would like to request a uniform adjustment should contact the Headteacher or SENCO, as appropriate. A pupil will not be disadvantaged while an adjustment request is being considered.

4. Affordability and the legal limit on branded items

Affordability must never be a barrier to applying to, attending or participating fully in life at Norbury Manor Primary School. The school will keep compulsory branded items to a minimum and ensure that generic items can be purchased from a range of retailers wherever possible.

From 1 September 2026, primary schools must not require a pupil to have more than three different compulsory branded items of school uniform and PE kit across the school year.

At NMP, the compulsory branded items are limited to the following two categories:

1. One royal blue school sweatshirt/jumper or cardigan bearing the NMP logo. A pupil is required to have one of these options, not both.
2. One yellow PE T-shirt bearing the NMP logo.

No other branded item is compulsory. Any additional branded item offered for sale is optional and an equivalent suitable unbranded item will be permitted.

The school will review the total cost of uniform, the cost of each compulsory item, quality, durability and sustainability. It will avoid unnecessary design requirements, frequent changes and different uniform requirements for different classes or year groups unless there is a clear educational or safety reason.

5. NMP uniform requirements

The table below sets out the school's uniform requirements. "Generic" means the item can be purchased from a range of high-street, supermarket, online or second-hand retailers.

Item	Requirement	Branded?	Notes
Royal blue sweatshirt/jumper or cardigan	Required – choose one	Yes – compulsory item 1	School logo required on the one item chosen.
Polo shirt or shirt/blouse	Required	No	Plain white or yellow polo shirt, or plain white shirt/blouse. Generic versions are permitted. Logo polo shirts, if sold, are optional only.
Trousers, skirt, pinafore or tailored shorts	Required – choose suitable option	No	Plain grey or black. Shorts may be worn in warmer weather.
Summer dress	Optional	No	Blue and white gingham; may be worn in warm weather.

Item	Requirement	Branded?	Notes
Tights or socks	Required as needed	No	Plain grey, black, white or school-appropriate neutral colour.
Shoes	Required	No	Plain black, closed-toe, secure and suitable for school. See footwear section.
Coat	Required as needed	No	Weather-appropriate. No school logo required.
School bag/book bag	As needed	No	A practical unbranded bag is acceptable. Any branded bag sold by the school or supplier is optional.

6. PE kit

Pupils are expected to wear their PE kit for the whole school day on their allocated PE day. Families will be informed of the relevant day by the class teacher.

- Yellow NMP logo PE T-shirt – required and counted as compulsory branded item 2.
- Royal blue shorts – required; generic/unbranded.
- Plimsolls or suitable trainers – required; generic/unbranded.
- In colder weather, plain black or navy jogging bottoms may be worn; generic/unbranded.
- The pupil's usual royal blue school jumper/cardigan may be worn over the PE T-shirt in colder weather.

The school will not require separate branded kits for individual sports, clubs or competitions. Where a school team kit is supplied, it will be loaned or provided by the school and alternatives will be considered where required for medical, SEND, religious or other equality reasons.

No pupil should be unable to participate fully in PE or represent the school because of the cost of PE kit. Families experiencing difficulty should contact the school office or Pupil, Parent Support Officer.

7. Religious, cultural and SEND-related adjustments

Religious and cultural clothing, including hijabs, turbans, head coverings and relevant religious symbols, will be accommodated wherever reasonably possible. The school may set reasonable expectations about safety, practicality and, where appropriate, plain colours, but will consider individual religious or cultural requirements before applying any restriction.

Where possible, hijabs and turbans should be plain blue, black, grey or another agreed school-appropriate colour. Exceptions will be considered where required by religion, culture, disability, medical need or another protected characteristic.

Pupils with SEND, sensory processing differences, physical disabilities, skin conditions or other medical needs may require alternatives to fabric, fit, fastenings, footwear or other uniform requirements. The school will make reasonable adjustments and will not insist on an item where doing so would place the pupil at a substantial disadvantage.

Adjustments may be recorded in an individual support plan where this would help provide consistency for the pupil, family and staff.

8. Footwear, jewellery, hair and appearance

8.1 Footwear

Pupils should wear plain black, closed-toe, secure footwear with a flat or low sole that is suitable for movement around school. Shoes should not have flashing lights or features that are unsafe or significantly distracting. Reasonable adjustments will be made for disability, SEND, medical or sensory needs.

8.2 Jewellery and accessories

For health and safety reasons, jewellery should be kept to a minimum. Pupils may normally wear one watch (without games or audible alerts during lessons) and one pair of small stud earrings. The school will consider religious, cultural and medical jewellery on an individual basis and will agree safe arrangements for PE where necessary.

The school cannot accept responsibility for jewellery or watches that are lost or damaged. Hair accessories should be practical and should not present a safety risk.

8.3 Hair and hairstyles

Pupils may wear their natural hair and hairstyles that reflect their racial, cultural, family or religious identity. This includes, but is not limited to, Afro-textured hair, braids, locks, twists, cornrows, plaits, skin fades and appropriate head coverings.

The school will not prohibit a hairstyle simply because it differs from a particular hair texture or cultural norm. Hair may be required to be tied back or secured where there is a genuine health and safety reason, for example during PE, science, food preparation or activities involving equipment.

8.4 Makeup, nail products, body piercing and temporary tattoos

Makeup, false nails and nail polish are not normally part of the school uniform and should not be worn, except where agreed for a specific school event or where an individual adjustment is required. Body piercing other than small ear studs is not normally suitable for school because of health and safety considerations. Religious, cultural and medical requirements will be considered individually.

Decorative temporary tattoos are not normally part of school uniform. Religious, cultural or medical markings will be treated sensitively and will not be prohibited simply because of their cultural or religious significance.

8.5 Naming clothing and property

Parents and carers are strongly encouraged to label all uniform, PE kit, coats, bags and other property with the pupil's name. The school will take reasonable steps to return named property. Unclaimed items may be recycled, donated to the second-hand uniform stock or disposed of at the end of each term after families have been given reasonable notice.

9. Adverse weather and short-term flexibility

The school may temporarily relax uniform expectations where weather conditions, health needs or other circumstances make this appropriate. Such flexibility will be communicated to families.

In hot weather, pupils should be able to remain cool and protected from the sun. The school may encourage sun hats, removal of jumpers/cardigans, water bottles and other sensible sun-safety measures. Hats do not need to be branded.

In cold or wet weather, pupils should wear suitable coats and may wear scarves, gloves and hats. These items do not need to be branded.

Where a temporary uniform difficulty is affecting or is likely to affect attendance, the school may agree a short-term variation while the issue is resolved.

10. Second-hand uniform and financial support

Second-hand uniform is available to all current and prospective families. Access will not depend on attendance at a paid event or on making a financial contribution.

- Families can contact the School Office or Pupil, Parent Support Officer to request available second-hand items discreetly.
- The school will publicise how to access second-hand uniform on its website and in information for new starters.
- Parents and carers are encouraged to donate clean, good-quality uniform that is no longer needed.
- The school will seek to keep a reasonable stock of higher-cost and branded items where donations allow.

Families who are experiencing financial hardship should contact the school. Support may include access to second-hand uniform, loaned items, donated items or other assistance where available. Financial difficulty will be handled sensitively and confidentially.

11. Suppliers and procurement

Generic uniform items may be purchased from any retailer, including supermarkets, high-street shops, online retailers and second-hand sources, provided they meet the requirements in this policy.

Branded NMP items may be available from the school's approved uniform suppliers. At the date of this review, supplier details include:

- Hewitts of Croydon, 45–51 Church Street, Croydon, CR9 1QQ.
- Bubblegum Schoolwear, 113 High Street, Thornton Heath, CR7 8RZ.

The school will keep supplier information on its website up to date. Parents are not required to purchase generic items from an approved supplier.

The governing body will ensure that uniform supply arrangements give the highest priority to cost and value for money, including quality, durability and sustainability. Where branded items are supplied under contract, the governing body will ensure appropriate written arrangements are in place.

The school will avoid single-supplier arrangements unless there is a justified reason and appropriate competition has secured best value. Any single-supplier contract will be re-tendered at least every five years, in line with Department for Education statutory guidance.

The school will not enter into cashback arrangements with uniform suppliers.

12. Expectations of pupils, parents, staff and governors

12.1 Pupils

- Wear the school uniform and PE kit in line with this policy, except where an adjustment or temporary variation has been agreed.
- Take reasonable care of their clothing and belongings.
- Tell an adult if uniform or footwear is causing discomfort, sensory difficulty, embarrassment or preventing participation.

12.2 Parents and carers

- Provide uniform and PE kit in line with this policy, using generic or second-hand items where preferred.
- Ensure items are clean, in reasonable condition and labelled where possible.
- Contact the school if cost, SEND, disability, religion, culture, medical needs or another circumstance makes a requirement difficult to meet.
- Raise any concern or complaint promptly so the school can work towards a reasonable solution.

12.3 Staff

- Apply the policy consistently, fairly and sensitively.
- Check whether there is a reason outside a pupil's control before addressing non-compliance.
- Avoid public embarrassment or disproportionate sanctions relating to uniform.
- Refer concerns involving hardship, equality or repeated difficulties to an appropriate senior leader or pastoral member of staff.

12.4 Governing body

- Review and approve the policy and ensure that it reflects the school's context.
- Ensure the policy complies with the legal limit on compulsory branded items and has regard to statutory cost guidance.
- Ensure equality duties and reasonable adjustments are considered.
- Consider the views of parents and pupils when the policy is developed or materially changed.
- Oversee supplier arrangements to ensure cost and value for money remain the priority.

13. Attendance, non-compliance and complaints

13.1 Attendance and participation

A pupil should not miss education because they do not have the correct uniform or because their uniform is not clean. Staff will work with the family to identify a practical solution, including temporary flexibility, spare or second-hand uniform and financial support where appropriate.

A pupil will not be prevented from classroom learning, breaktime, lunchtime, PE or extra-curricular participation solely because their family cannot afford the required uniform or PE kit.

13.2 Non-compliance

Where a pupil is not following the policy, staff will respond proportionately and in line with the Behaviour Policy. Before any sanction is considered, the school will consider whether the reason is outside the pupil's control, including financial hardship, family circumstances, SEND, disability, medical needs, religion or culture.

The school will normally seek to resolve issues through discussion with the pupil and parent or carer. Repeated or deliberate breaches may be referred to the Headteacher or delegated senior leader. Any formal disciplinary action will follow the school's Behaviour Policy and relevant statutory guidance.

13.3 Complaints and requests for variation

Parents and carers may request a variation to the policy or raise a complaint. The school will aim to resolve concerns locally and reasonably. Formal complaints will be considered under the school's Complaints Policy.

Where a complaint or request relates to a protected characteristic, SEND, disability, religion, culture or financial hardship, the school will consider the individual circumstances carefully and will seek a proportionate and inclusive outcome.

14. Monitoring and review

This policy will be reviewed annually by the Headteacher and governing body, or earlier where legislation, Department for Education guidance, supplier arrangements or the needs of the school community change.

The review will consider:

- compliance with the legal limit on compulsory branded items;
- overall affordability and the cost of individual compulsory items;
- access to generic and second-hand uniform;
- equality, SEND and reasonable adjustment issues;
- complaints, patterns of non-compliance and any impact on attendance;
- parent and pupil feedback; and
- value for money and supplier performance.

15. Links to other school policies

- Behaviour Policy
- Equality Information and Objectives
- SEND Policy and SEND Information Report
- Attendance Policy
- Anti-Bullying Policy
- Complaints Policy
- Supporting Pupils with Medical Conditions Policy
- Safeguarding and Child Protection Policy

Appendix 1: Uniform at a glance

Area	Required	Optional / flexibility
Everyday uniform	One NMP logo royal blue sweatshirt/jumper or cardigan; plain white/yellow polo or white shirt/blouse; grey/black lower garment; plain black shoes	Blue/white gingham summer dress; grey/black tailored shorts; suitable religious/cultural headwear; agreed SEND/medical adjustments
PE	Yellow NMP logo PE T-shirt; royal blue shorts; plimsolls/trainers	Black/navy jogging bottoms in cold weather; school jumper/cardigan
Compulsory branded items	1. One logo sweatshirt/jumper or cardigan 2. One logo PE T-shirt	No other branded item is compulsory; optional branded items must have an acceptable generic alternative
Where to buy	Branded items from approved suppliers; generic items from any suitable retailer	Second-hand uniform available through school; financial support may be available

Appendix 2: Policy review record

Date	Change	Reason
September 2026	Full policy review and rewrite.	Updated for DfE guidance dated 6 July 2026 and the Children's Wellbeing and Schools Act 2026.
September 2026	Added explicit two-item compulsory branded uniform list.	To demonstrate compliance with the legal primary-school maximum of three compulsory branded items from 1 September 2026.
September 2026	Replaced separate boys' and girls' uniform tables with one inclusive list.	To improve clarity, flexibility and equality compliance.
September 2026	Strengthened reasonable adjustments, hair discrimination, religious/cultural dress, hardship, attendance and second-hand uniform sections.	To align with current DfE and EHRC guidance.
September 2026	Corrected supplier information and review cycle.	To remove outdated/contradictory information and improve governance oversight.