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Review Cycle	Annual
Type of Policy	Statutory
Policy Owner	Rebecca Brown- Head Teacher
Policy Published on School Website	Yes
This Policy should be read in conjunction with	See page 3 for further legislation

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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 all 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, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- 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 for medical, sensory or modesty reasons.
- 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 our school based family worker who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis. Please email admin@geoffreyfield-jun.reading.sch.uk who will pass on any enquiries.

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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit- we have no items that MUST be branded. There are non-branded versions of all our uniform available.
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Considering cheaper alternatives to compulsory branded items and ensuring our uniform colours are available as a non-branded version.
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements beyond our usual PE Kit for extra-curricular activities including (but not limited to) sport.
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions if required
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

School uniform is an important part of our school and helps give the pupils a sense of community and belonging. Children come into school dressed in their PE kits on the days they have PE. Any other day they are expected to wear uniforms. There is no expectation that the uniform has to be branded and there are plain versions/options available for all branded items listed.

Uniform Expectations- What we expect to see on a uniform day:

✔ Grey/black school trousers or skirt/pinafore plus grey/black school shorts or royal blue school dress in summer months

✔ White shirt or white or blue polo shirt

✔ Royal blue sweatshirt or cardigan

✔ Grey, white or black socks or tights



What is not allowed on a school uniform day:



- Jeans of any colour
- Tracksuit bottoms of any colour
- Tracksuit material shorts of any colour
- Leggings and sports leggings of any colour
- Hooded tops of any colour



Footwear - What we expect to see:

- ✔ Black shoes or trainers (no white or coloured stripes)
- ✔ Black boots for the winter months
- ✔ Sensible sandals with covered toes for the summer months

What is not school uniform:

- Coloured shoes or boots (other than black)
- Coloured trainers (other than black)
- Flip flops in the summer months
- High heeled shoes



PE Kit- What we expect to see:

- ✔ Black shorts
- ✔ Grey or black leggings or tracksuit bottoms
- ✔ Dark green polo top or GFJS polo top
- ✔ Plain black hoodie or jumper, or school jumper, for outdoor PE
- ✔ Trainers or black pumps



What is not PE Kit:

- Football shirts
- Studded boots

Jewellery & nail varnish- What we expect to see:

- Watches- no smart watches allowed (Updated September 2026)

- Stud earrings **only**

What we do not expect to see:

- Any other Jewellery other than stud or sleeper hoop earrings.

Any jewellery required to be worn for religious reasons needs to be discussed with school in advance.



- Nail varnish or make up
- Smartwatches and health/fitness trackers of any kind

4.2 Where to purchase or acquire it

Our chosen school uniform stockiest - Stevensons Uniform Outfitters:
Items can be purchased in person or online. https://www.stevensons.co.uk/my-account/family/create/37

Sweatshirts, Polo shirts and PE uniform are embroidered with the GFJS logo.

Stevensons
4 Chatham Place
Reading
RG1 7AR
United Kingdom

Supermarkets:
Tesco, Asda, Sainsbury & Morrison are the four main supermarkets that stock the basic school uniform items. They all currently provide sweatshirts in royal blue as well as blue gingham dresses for the summer months. Asda sell the bottle green PE tops.

Aldi & Lidl run seasonal promotions for uniform.

Matalan also stock basic school uniform items which can include royal blue sweatshirts.

You can purchase school uniform online at Amazon who also sell the bottle green PE tops that not all supermarkets have.

All of these items are not embroidered and are therefore a cheaper alternative.

Pre-owned uniform

Below is a list of local charities who may be able to help with pre-owned school uniforms.

New Beginnings – website: newbeginningsreading.org – Tel: 07421998208

First Days – website: firstdays.net – Tel: 0118 9219338

Weller Centre – website: https://wellercentre.co.uk/ – Tel: 0118 9475828

Whitley CDA – website: whitley-cda.org – email: info@whitley-cda.org – Tel: 0118 3740052

Cowshed – website: https://www.thecowshed.org - email: info@thecowshed.org – Tel: 0118 9345120 / 0118 9313332

Further details of these & other local & national charities offering grants can be found on the Reading Family Information Service website.

If you are having a problem with school uniform, please contact the school office to discuss this with our school-based Family Worker.

We often have spare uniform that we would be happy for you to have. There is a rail in the front entrance with spare uniform and any un-named uniform is put out at the end of each term for parents to access.

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

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 the school office 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 in accordance with the school's complaints policy.

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.

School's response to incorrect uniform being worn

A first warning letter (Appendix 1) will be sent home to parents where the uniform is not in line with the school policy. A follow up phone call from the school family worker will follow before escalation to the headteacher for a parent meeting.

Parents/carers are expected to work with the school to ensure the correct uniform is worn at all times. Our uniform helps pupils feel a sense of belonging and it is important that all of our students follow the guidance laid out in this policy.

5.3 Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to provide the right uniform, but will follow up with the headteacher if the situation doesn't improve.

In cases where it is suspected that financial hardship has resulted with this uniform policy, staff will take a mindful and considerate approach to resolving the situation and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

5.4 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 updated annually by the headteacher. At every review, it will be approved by the governing body.

7. Links to other policies

This policy is linked to our:

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

Appendix A- Uniform letter

Uniform Reminder Letter

1st Notice

Dear Parents/Carers,

School uniform is an important part of our school as it helps give the pupils a sense of community and belonging. It has come to our attention that your child is not always wearing an appropriate school uniform.

Inappropriate Uniform

- ☐ **Footwear** (black school shoes or trainers)
- ☐ **School jumper/cardigan** (royal blue jumper or cardigan)
- ☐ **Jewellery** (stud earrings only - no other jewelry should be worn)
- ☐ **Makeup** (no make up whatsoever)
- ☐ **Leggings** (grey/black school trousers, shorts or skirts)

We understand that children grow incredibly quickly and uniforms can be expensive. If you require a replacement school uniform or PE kit, various suppliers can be found detailed on our school website. We also have our preloved school uniform stored in the school office. If you are in need of any financial support for uniform, please contact school and speak to our Family Worker (Mrs Ryan-George) who will be able to assist in sourcing some.

If you wish to discuss this or any other matter further, do not hesitate to contact the school.

Yours sincerely,



Ms R Brown
Head Teacher