



# Ashfield Junior School

Inspiring our children to dream big, be extraordinary and to  
change the world

# School Uniform Policy

(Adopted from The Key model policy in November 2022)

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## Contents

1. Aims .....	3
2. Our school’s legal duties under the Equality Act 2010.....	3
3. Limiting the cost of school uniform.....	3
4. Expectations for school uniform.....	4
5. Expectations for our school community.....	6
6. Monitoring arrangements .....	7
7. Links to other policies.....	8

## 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 sex, race, religion or belief, 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 the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher ([admin@ashfield.herts.sch.uk](mailto:admin@ashfield.herts.sch.uk)) who can answer questions about the policy and respond to any requests

## 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 on the cost of school uniform. Limiting the cost of the Ashfield Junior School uniform, the School has considered the socio-economic status of our school community and the views of our school community through parent voice.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' 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 and carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties

- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents 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's uniform

At Ashfield Junior School, we have a winter and a summer uniform. However, parents may choose to continue to wear the winter uniform in the summer months if they prefer. Furthermore, we children are allowed to wear the summer uniform from April (summer term) and into the new academic year up to the October half-term (autumn term). This gives parents the opportunity to get as much 'wear' out of the summer uniform as possible.

Parents may choose to buy a uniform with the school logo embroidered onto clothing or buy generic items of all clothing except for the school tie.

#### Winter Uniform:

- Grey pinafore dress or skirt (required)
- Grey trousers (required)
- White blouse with collar (required)
- White shirt with collar (required)
- Black and yellow tie (required)
- Grey school cardigan or jumper with Ashfield logo (optional)
- Grey school cardigan or jumper (required)
- Grey / black tights (optional)
- Grey / white socks (required)
- Black low-heeled shoes (required)
- Black shoes (required)
- Grey / black socks (required)
- Outdoor trainers (required) (for play and lunchtime)

## Summer Uniform:

Consideration has been made for families that may struggle to afford the cost of a summer uniform. Therefore, as stated above, wearing a summer uniform is optional.

- Gold polo shirt with Ashfield logo (optional)
- Gold polo shirt (optional)
- Black shoes (required)
- White, grey or black socks (required)
- Ashfield logo summer dress with grey cardigan (optional)
- Summer dress (optional)
- Grey trousers / shorts (optional)
- Gold polo shirt with Ashfield logo (optional)
- Gold polo shirt (optional)
- White short sleeve shirt (optional)
- Grey trousers / shorts (required)
- Black shoes (required)

## Year 6 School Uniform

The Year 6 school uniform is as above with the differences noted below.

- Black skirt or trousers (required)
- Black shorts (summer term) (optional)
- Year 6 black tie (required)

## P.E. Uniform

- Gold Ashfield logo T-shirt (optional)
- Gold T-shirt (required)
- Gold Ashfield logo sweatshirt (optional)
- Gold sweatshirt (required)
- Black shorts or jogging bottoms (required) (**cycling shorts are not permitted**)
- Trainers (required)

## Outdoor Trainers

- Trainers (for playtime and lunchtime)

Children are expected to wear school shoes inside school. When children go out at breaktime, children must change into their trainers. This will ensure that they have appropriate footwear for playing sports, running and access onto the field. When children return to the classroom, they will change back into their black school shoes.

## Swimming Kit

- Swimming shorts or swimming costume (required)
- Swimming top (optional)
- Swimming cap (optional)

## Jewellery

- Stud earrings can be worn in school. Hoops and sleepers are not permitted
- Children are allowed to wear analogue watches. Smart watches are not permitted

## Other

- Children with long hair must be tied back with a hair clip, hair band or Alice band
- Children can have a styled haircut that is appropriate to school
- Children should not dye or bleach hair
- Children should bring in a coat or waterproof jacket to suit weather conditions (optional)
- Ashfield book bag (optional)
- School bag (required)

## 4.2 Where to purchase our school uniform

Our school uniform can be purchased in different ways. Parents wishing to buy a uniform with the school logo on can make purchases from DJ Uniforms in Bushey. Parents can order from the DJ Uniforms in the following ways:

- By visiting the shop at 45 High Street, Bushey, Herts WD23 1BD
- By visiting their website at [www.djuniforms.co.uk](http://www.djuniforms.co.uk) – items ordered will be delivered within 5-7 working days.
- By telephone 0208 421 9488 or by email [info@djuniforms.co.uk](mailto:info@djuniforms.co.uk)

Parents can also purchase non-branded school uniform from any large supermarket or local high-street retailers.

Swimming hats and the Ashfield book bag can be purchased from the School Office.

The Year 6 tie is a gift from the Ashfield School and Home Association (ASHA) and this is presented to children at the beginning of Year 6.

Throughout the academic year, ASHA or the School will organise a second-hand uniform sale.

## 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)

Pupils are also expected to contact the Headteacher ([admin@ashfield.herts.sch.uk](mailto:admin@ashfield.herts.sch.uk)) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## 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 are also expected to contact the Headteacher ([admin@ashfield.herts.sch.uk](mailto:admin@ashfield.herts.sch.uk)) 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 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 to arrive at a mutually acceptable outcome.

## 5.3 Staff

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

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

## 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 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 the Headteacher. At every review, it will be approved by the Welfare Committee.

## **7. Links to other policies**

This policy is linked to our:

- Equality information and objectives statement
- Complaints policy