



BITTERNE
C of E PRIMARY

School Uniform and Jewellery Policy

Headteacher: Mrs. Jen Johnson

Reviewed by	Headteacher	Authorised by	Governing Body
Date	September 2026	Next Review	September 2027
Review Cycle	Annually	Signed by Chair of Governors	Rev Tony Palmer



Together we soar...



1. Introduction

At Bitterne Church of England Primary School, we see our uniform and jewellery policy as an important way of supporting our shared identity and values as a school community. Our school, while rooted in Christian foundations, welcomes and respects pupils of all faiths and none. A clear and fair uniform policy helps us to create a safe, inclusive, and respectful environment where every child can thrive.

Why We Wear School Uniform

➤ **A Sense of Belonging and Identity**

Wearing school uniform fosters pride in our school, helping children feel part of our community. As a church school, we encourage pupils to recognise that they belong to something bigger than themselves – a school family where everyone is valued equally.

➤ **Equality and Inclusion**

Uniform reduces social pressures linked to clothing and fashion, ensuring that no child feels excluded because of what they wear. This supports our commitment to fairness, dignity and respect for all.

Official guidance: The Department for Education (DfE) states that school uniforms can reduce peer pressure and support equality of opportunity.

➤ **Focus on Learning and Positive Behaviour**

Uniform helps to set the right tone for learning and behaviour. It creates a calm, purposeful atmosphere where children can concentrate on their studies and interactions, not appearances.

Official guidance: DfE guidance notes that uniforms can support discipline and contribute to a positive school ethos.

➤ **Safety and Practicality**

A consistent uniform makes it easy to identify pupils, particularly on visits or in public places. Jewellery restrictions also help to prevent accidents during play, sport or practical activities, ensuring children can take part safely in the full life of the school.

➤ **Affordability and Simplicity**

We aim to keep our uniform affordable, practical and easy to obtain, with only minimal branded items. Families are encouraged to make use of second-hand uniform options where available.

Official guidance: The Education (Guidance about Costs of School Uniforms) Act 2021 requires schools to keep costs reasonable and avoid unnecessary branded items.

➤ **Respect for Diversity and Christian Values**

As a Church of England school, our policy reflects both our Christian ethos of care, respect and community, and our legal duties under equality law. We take into account cultural, religious and individual needs, ensuring that our policy is fair, inclusive and sensitive to all families.

This policy underpins our commitment to creating a respectful, safe and inclusive school community. By wearing our school uniform with pride, pupils at Bitterne Church of England Primary School show that they belong to and value our school family, helping us to live out our values every day.

2.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 and the wearing of jewellery

3. 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, 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 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- 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 in agreement with the SENDCo
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with a member of the Senior Leadership Team, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

4. 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 uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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/carers

We will do this by:

- Limiting any items with distinctive characteristics where possible
- Considering cheaper alternatives to school-branded items
- 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 leveller



- Avoiding different uniform requirements for different year/class and for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- 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 the policy

5. Expectations for school uniform

5.1 Our school's uniform

Our uniform is designed to foster a sense of belonging and pride in our school, while also helping to reduce pressure around clothing choices and branding. Please find the details below:

School Uniform	PE Kit
➤ Navy jumper / cardigan (logoed or non-logoed) ➤ Black, navy or grey trousers / tailored shorts / skirts / dresses (cycling shorts and sports shorts are not acceptable as part of normal uniform) ➤ Sky blue polo shirt ➤ Black, grey, navy or white socks / tights ➤ Black, closed toed school shoes (smart, plain black trainers are acceptable - no bright or noticeable branding). Platform soles or high heels are not suitable ➤ Navy / blue gingham summer dresses For Year R only: Due to frequent outdoor learning, year R children may wear black, navy or grey leggings or tracksuit bottoms with their uniform tops.	➤ Navy hoody / zipped top (with or without a school logo) If non-school logoed, this must be completely plain – no commercial branding (for example: nike, adidas etc). Alternatively, they may wear their normal school jumper. ➤ Black tracksuit bottoms or leggings / sports shorts (these must be plain - no obvious commercial branding) ➤ House coloured t-shirt (branded with house team available from Skoolkit). ➤ Plain, black trainers. Children come dressed in their PE uniform on PE days.

Uniforms with the school logo are not essential – plain items in the correct colours are perfectly acceptable.

If children wear sweatshirts that do not comply with school uniform, they will be asked to remove it and provided with a compliant alternative wherever possible.

5.2 Where to purchase it

School logoed uniform can be purchased from Skoolkit. This includes:

- Sweatshirts and cardigans
- Polo shirts
- PE hoodies
- PE t-shirts – coloured according to house team



- Uniform can also be purchased from any high street store or online provided they are in line with the colour of the uniform. There is **no requirement** to purchase logoed items.
- The school has a stock of second-hand uniform available for sale. The PTA arrange regular second-hand uniform sales at various events throughout the academic year.
- If any parent / carer is having difficulty purchasing school uniform, they should speak to our Family Support Officer who will help – fso@bitterneceprimary.net

5.3 Jewellery, Hair and Personal Appearance

To ensure safety, equality and a smart appearance that reflects the ethos of our school, we ask that all pupils follow the guidance below:

- **Jewellery:**
 - Pupils may wear *one small pair of plain stud earrings* only (no hoops) and a watch (no smart watches).
 - *No other jewellery* is permitted, including rings, necklaces, bracelets, smart watches.
- **Hair:**
 - Hairstyles should be neat, sensible and appropriate for school.
 - Extreme styles (e.g. shaved patterns, Mohawks or significantly uneven cuts) are not permitted.
 - Hair should be kept to *natural colours only* – dyed or brightly coloured (non-natural) hair is not allowed.
 - Long hair should be tied back for health and safety reasons (e.g. in PE, practical activities, or where hygiene is important).
- **Make-Up and Nails:**
 - Pupils must not wear make-up to school.
 - Nail varnish, false nails and false eyelashes are not permitted.

There is one exception: Jewellery may be worn if required for medical reasons, e.g. a medical bracelet. In these circumstances parents / carers must apply in writing to the headteacher.

These expectations are in place to ensure the health and safety of pupils, particularly during play and physical activity, and to prevent the risk of loss or damage to personal items. They also support equality by reducing distractions or competition over fashion and appearance, while encouraging children to take pride in representing our school in a smart and respectful way.

If a child comes to school wearing make up or nail varnish, they will be provided with products to remove them.

If a child wears false nails or eye lashes, parents will be contacted to discuss safe removal.

5.4 Jewellery and Hair in Physical Education

- In line with guidance from the Association for Physical Education (AfPE) and Southampton City Council (see appendix 1), **pupils must remove all jewellery during PE lessons**. This includes earrings and watches, and any other items that could cause injury to the wearer or others. If pupils are removing their earrings in school, parents / carers should provide their child with suitable storage.



- Where recent piercings cannot be removed (a grace period of 6 weeks after piercing will be allowed for healing in line with piercing guidance), lessons will be adapted for the child to take part in a coaching / refereeing role.
- Flat backed, plastic earrings are not considered by AfPE / Southampton City Council to be a safer alternative and therefore should not be worn.
- Earrings MUST be removed for swimming. Children will not be able to participate if they cannot remove their earrings.
- Staff are not permitted to remove or insert earrings on health and safety grounds and will not be held responsible for the storage of earrings.
- Long hair must be tied back securely to reduce the risk of accidents, maintain visibility, and ensure safety during all physical activities.

These measures are compulsory and are in place to promote the health and safety of every pupil. As stated: Earrings may not be worn for PE. We do ask families to work in partnership with us and carry out ear piercing at the beginning of the summer holidays to allow most healing to be completed at home and therefore the child's physical education is not disrupted.

5.5 Non-Compliance with the School Uniform and Jewellery Policy

Where a child is not complying with the school's uniform or jewellery expectations, the school will always approach the matter sensitively and in partnership with families. In the first instance, staff will speak with the parent or carer about the issue and provide any support or guidance required, including information about affordable uniform options or second-hand supplies.

Children who arrive at school wearing non-uniform sweatshirts or other clothing will be requested to remove them. A compliant alternative will be offered by the school for the child to wear during the day.

Our aim is to encourage consistency and pride in appearance while ensuring no child feels singled out or disadvantaged. We will always consider any medical, religious or financial reasons for non-compliance and respond with fairness and understanding.

6. Expectations for our school community

6.1 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 the 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 a member of the Senior Leadership Team if they want to request an amendment to the uniform policy in relation to their protected characteristics.



6.2 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 a member of the Senior Leadership Team 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.

6.3 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.
- Staff will always speak to parents / carers about uniform, not the child themselves.
- Ongoing breaches of our uniform policy will be dealt with by the headteacher.
- 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, providing support if required.

6.4 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.

7. Monitoring arrangements

This policy will be reviewed biannually by headteacher. At every review, it will be approved by full governing body.

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement



- Anti-bullying policy
- Complaints policy
- SEND policy



Wearing of Jewellery in Schools by Pupils

School Advice Note

The wearing of jewellery is normally restricted for health and safety reasons during PE lessons.

Recommendations to schools on jewellery

The wearing of jewellery, earring and ear-studs (metal or plastic) should not be permitted on safety grounds during physical education lessons and other sporting activities such as out of hours school learning or competitive fixtures. This includes body piercings such as tongue studs or belly button jewellery.

These items represent a potential hazard not only to the wearer but also to other children. Medical advice confirms that any jewellery worn in physical education lessons is an unnecessary risk and should be avoided at all times. Serious accidents have occurred as a result of contact between pupils wearing earrings or studs and other pupils or equipment, thus damaging the ear, or where items of jewellery have caught in apparatus and torn the ear lobe.

Head teachers are advised to prohibit the wearing of earrings and ear-studs in all aspects of physical activity where these could present a hazard to the wearer and to others.

Pupils should be encouraged to leave items of jewellery and earrings at home on days when they have physical education lessons.



Newly pierced ears can take a period of up to six weeks before sleepers and studs can be removed. Head teachers are advised to remind parents that ears should be pierced at the start of the summer holidays to allow sufficient time for earrings to be safely removed. This may be communicated via a school prospectus or newsletter.

Head teachers are advised that pupils who are not able to remove earrings (as these may be newly pierced) should not actively participate in physical education for their own and others safety. In this circumstance a pupil will be asked to undertake the role of coach, official or other learning activity that is relevant.

Parents are encouraged to actively work with schools in helping to minimise disruption to the physical education curriculum. Parents can help by ensuring that school guidance on jewellery is adhered to and that ears are pierced at the start of the summer holidays to allow maximum healing time.

Head teachers are asked to note that they should not ask parents to assume responsibility or liability for the outcome of any future injury arising from the wearing of an earring or ear-stud since any such undertaking cannot be legally valid.

Further advice can be found in the following publication:

Association for Physical Education Safe Practice in Physical Education & School Sport held in school)