

Bursar Primary Academy



Academy Uniform Policy

September 2025

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Approved By:	Governing Body
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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 parents and carers;
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010;
- Clarify our expectations for academy uniform.

2. Our Academy'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 academy 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; however, we reserve the right to ask for this to be tied back, especially for activities such as PE for health and safety reasons;
- Allow all pupils to style their hair in a way that is appropriate 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 Mrs Maxine Call (School Business Manager), who can gather questions about the policy and direct any requests to the appropriate person within the academy.

3. Limiting the Cost of Academy Uniform

Our academy 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.

We understand that items with distinctive characteristics, such as items that have the academy logo, 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. Therefore, we never stipulate that a pupil must wear academy branded items.

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:

- Carefully considering whether any items with distinctive characteristics are necessary;
- Limiting any items with distinctive characteristics where possible;
- 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 academy's uniform can act as a social leveler;
- Avoiding different uniform requirements for different year/class/house groups;
- Avoiding different uniform requirements for extra-curricular activities;
- Considering alternative methods for signaling differences in groups for inter-academy competitions, such as providing an academy kit
- 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 Academy Uniform

4.1 Our Academy Uniform

All branded items of uniform at Bursar Primary Academy are optional - e.g. sweatshirt, book bag. We are more than happy to accept plain sweatshirts, cardigans etc that are in line with our chosen academy colour which is red. Pupils in EY2 to Y6 come to school in PE kit on their designated PE days (two days a week); this limits the amount of main uniform you need to purchase.

Our uniform consists of:

- Red sweatshirt/cardigan/jumper – plain or with our academy logo;
- White/red polo shirt – plain;
- Grey/black trousers or skirts/pinafores;
- Grey/black shorts in the spring/summer if desired;
- Red/white checked or striped dresses/playsuits in spring/summer if desired;
- Black shoes – sensible height; no heels;
- No jewellery except for small stud earrings and a watch.

Expectations for PE (two days a week) and swimming kit (Y3/4 pupils as informed):

Please note that logoed PE kit or football club kits are NOT permitted.

- White/red t shirt – plain;
- Grey/black jogging bottoms or leggings – plain;
- Black shorts (warmer weather);
- Red sweatshirt/cardigan/jumper – plain or with our academy logo;
- One-piece swimsuit or swimming trunks/shorts and a towel.

4.2 Where to Purchase Branded Uniform

Parents and carers can obtain branded uniform from:

Greenswear – 41 High St, Cleethorpes DN35 8JY

Phone: [01472 291593](tel:01472291593)

Uniform Direct - 54 Victoria St S, Freshney Place, Grimsby DN31 1BL

Phone: [01472 347800](tel:01472347800)

<https://www.uniform-direct.com/acatalog/Bursar-Primary-Academy.html>

Second-hand uniform:

- We encourage parents to hand in any items of uniform that are still in good useable condition for other pupils to benefit from; please ask at the main office if you need assistance with uniform. We have a 'Help Yourself to Free Uniform' basket in our main entrance – one piece of uniform per child, as well as our 'Donation Rail'.

5. Expectations for Our Academy Community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-academy uniform days) while:

- On the academy premises;
- Travelling to and from the academy;
- At out-of-academy events, on trips, or where they are representing the academy.

Pupils are also expected to seek out Miss Sophie Follan (Designated Safeguarding Lead) 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 and carers are expected to contact Mrs Kate Finney (Headteacher) via the academy 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 are expected to lodge any complaints or objections relating to the academy uniform in a timely and reasonable manner.

Disputes about the cost of the academy uniform will be:

- Resolved locally;
- Dealt with in accordance with our academy Complaints Policy;

The academy 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 does not improve.

On-going breaches of our uniform policy will be dealt with by Mrs Kate Finney (Headteacher), supported by Miss Victoria Hambling (Child Protection and Pastoral Coordinator) and Mrs Danielle Melhuish (Emotional Wellbeing, Behaviour and Attendance Officer).

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 academy's context;
- Is implemented fairly across the academy;
- 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 academy'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 annually by Mrs Kate Finney (Headteacher). At every review, it will be approved by the full governing board.

7. Links to Other Policies

This policy is linked to our:

- Behaviour Policy
- Equality Information and Objectives Statement
- Anti-Bullying Policy
- Complaints Policy