

School Uniform Policy Leeds Jewish Free School



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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 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, disability, race, religion or belief, pregnancy and maternity, and gender reassignment. Under Schedule 11, Paragraph 5 of the Equality Act 2010, schools with a religious character (faith schools) are permitted to apply exceptions to the general prohibition on discrimination on the grounds of religion or belief, which may include uniform policies that reflect their religious ethos, provided such policies are proportionate and do not discriminate on other protected characteristics.

To avoid discrimination, our school will:

- Consider all parental requests regarding changes to the uniform on a case by case bases in alignment with the DFE guidance on "Gender Questioning children".
- 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

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 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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible, for example, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost and/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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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

4. Expectations for school uniform

a. Our school's uniform

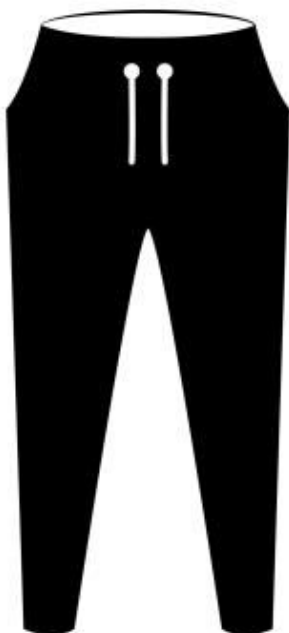




LEEDS JEWISH FREE SCHOOL

School PE Kit

Plain black tracksuit
bottoms/jogging
bottoms



LJFS hoodie



LJFS T-shirt

All logo uniform can be purchased from Rawcliffes, 617-619 Roundhay Road, LS8 4AR, (Tel - 0113 2494025)

Additional items: Activity dependent

Trainers, football black socks, football boots, thin black
waterproof jacket, shin pads, gum shield

All jewellery needs to be removed when participating in Sport

4.1 Explanatory notes regarding uniform

Boys:

- School tie – to be worn to the neck at the correct length at all times. Ties
- are available from the stockist.
- Plain black school trousers to be worn at the waist. Plain, black leather
- belt – optional.
- White school shirt (short sleeved from Pesach to Succot --- optional)
- Plain, dark coloured socks
- Plain black trainers or shoes
- Kippah. If your child forgets his kippah, he will be charged and supplied with one by the school. It is recommended that a spare kippah is left at school.
- Tephillin must be provided at least six weeks prior to Bar Mitzvah

Boys' P.E. kit

- Black T---shirt (only available from school stockist)
- Badged black hoodie (only available from school stockist)
- Plain black shorts
- Plain black tracksuit bottoms (optional)
- Black football socks
- Indoor trainers (with soles which do not mark)
- Outdoor trainers
- Football boots & shin pads
- Plain black swimming shorts

Girls

- Plain black skirts must be loose fitting, and MUST BE WORN AT KNEE
- LENGTH OR BELOW AT ALL TIMES.
- White open neck blouse with reverses, short ($\frac{3}{4}$ --- passed elbow) or long
- sleeve available.
- Plain black shoes or trainers (no heels)
- Ankle socks or tights – must be plain black

Girls' P.E. kit

- Badged black hoodie (only available from school stockist)
- Black T---shirt (only available from school stockist)
- Black skort
- Black socks
- Plain black tracksuit bottoms or leggings
- Indoor trainers (with soles which do not mark)
- Outdoor trainers

All uniform must be

- Clean and in good repair e.g. no jumpers with frayed sleeves, no trousers with ripped hems.
- Worn correctly – shirts must be tucked into waistbands, sleeves rolled down and ties should be worn out of shirts in the conventional manner.
- Top buttons must be kept fastened for boys.
- All uniform and equipment must be clearly marked.

Pupils must ensure that they are always smart in appearance by:

- Un subtle make-up: if make is not subtle, pupils will be required to remove all traces.
- Never wearing nail varnish or nail extensions.
- Never wearing jewellery – this includes chains with Magen David symbols, Chai symbols etc. (There is no religious reason for wearing jewellery during school times)
- Never wearing hats/caps – religious headwear should be worn (kippah is preferable) if not a kippah then plain black is acceptable.
- Girls and boys are permitted one plain stud in each ear lobe.
- No other piercings – e.g.: tongue, eyebrow, etc.
- Plain wristwatches are permitted.
- Any pupil found wearing any item other than permitted jewellery will have it confiscated. The item will be locked in a security cupboard and will be returned on the final day of each half-term.
- Hair must be neat and tidy and well groomed and off the face.
- No hair colours, braids, extensions or tightly plaited dreadlock-type hairstyles.
- Boys' hairstyles must be sensible, for example, no shaving of heads or sideburns is permitted and hair must be worn above the collar.
- Girls must have their hair tied back in a neat pony tail with a black or gold bobble.

4.2 Where to purchase it

Add details including:

- Branded items can be purchased from Rawcliffes
- We have a limited amount of 2nd hand uniform, please contact the pastoral leaders for more information.

5. Expectations for our school community

a. 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 Pastoral leaders should they want to request an amendment to the uniform policy in relation to their protected characteristics.

b. 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 pastoral leaders 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.

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.

c. 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.

Ongoing breaches of our uniform policy will be dealt with by the pastoral leaders, the Deputy Headteacher or the executive 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.

d. 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 reviewed every 3 years. At every review, it will be approved by the full 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