



School uniform policy

Approved by: J Ward **Date:** June 2022

Next review due by: June 2027 or earlier

Contents

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

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 bursar [Mrs Craven] or pastoral lead [Mrs Flynn], who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our uniform policy has always been to restrict the amount of school logo items that are required and to ensure the major part of the uniform is as widely available as possible to ensure that parents are able to shop around to ensure affordability. Statutory [guidance](#) from the Department for Education on the cost of school uniform now makes this a duty for all schools.

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

- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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 different year/class groups
- 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 – please see the list at the end of this policy

4.2 Where to purchase it

- We purposely keep the majority of our uniform [polo shirts, trousers, skirts, PE kit unbranded so that parents may choose where to source it, according to their own preferences and price range.
- We invite parents to donate spare / second-hand uniform via school to a local organisation who ensure it is good condition, and laundered for parents to take for a small donation. The Uniform Hub operates through the summer and is publicised in school.

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 Mrs Craven or Mrs Flynn 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 Mrs Craven or Mrs Flynn 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.

Ongoing breaches of our uniform policy will be dealt with by discussion with parents.

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 and approved every five years by the headteacher. At every review, it will be approved by the pastoral committee of 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



UNIFORM LIST

Trousers / Shorts / Skirts	- Dark Grey
Polo Shirt	- Plain white or with school logo
Sweatshirt / Cardigan	- Navy blue <u>with school logo</u>
Dress	- Pale blue gingham check
Socks	- Grey, black or white
Shoes	- Black school shoe [low heeled]

P.E. kit

Shorts	- Navy blue
T- shirt	- Plain white with / without school logo
Pumps	- plain black - for indoor activities
Trainers	- for outdoor activities
Joggers	- Navy blue – for outdoor activities
Swimming kit [Y3+]	- Trunks / swimming costume [not swim shorts] swim cap, towel

Any items of kit that are staying in school should be brought to school in a named P.E. bag that can be hung on a peg.

Other: - Children in R / 1 / 2 will need a pair of wellington boots for outdoor learning

Jewellery:

We prefer children not to wear jewellery, however a wristwatch and small stud earrings are acceptable. No necklaces / bangles or dangly earrings.

It is essential that all items of personal property are clearly named

New legislation has been passed [April 2021] to ensure school uniforms remain affordable. In order to keep costs down, the only item we insist on having our logo is our sweatshirt or cardigan. All other elements of our uniform are purposely widely available so that parents have a choice over the cost.

Updated May 2021