



School Uniform Policy

2023

Approved by: [Name]

Date: [Date]

Last reviewed on: [Date]

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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. 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
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Dunn or Mrs Medcalf who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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.

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/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics and making this optional
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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/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 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

- **Red polo shirt**, with or without the school logo
- **Navy blue jumper, sweatshirt or cardigan**, again, with or without the school logo
- Dark grey/black trousers, skirt or shorts
- Red/white or Blue/white checked dresses (Summer term)
- Sensible shoes – children climb steps indoors and out, and on outdoor equipment (wellies are also useful)

4.2 PE Kit – whole school

Children are taught about health and hygiene, including the importance of exercise.

The whole school have **PE on a Thursday** and children should come to school in their PE kit/forest schools kit for the day. Children should also always have a **pair of wellies** in school. Any KS2 classes going swimming will be told in advance.

It is expected that ALL children will wear a PE kit comprising:

- gym shoes/trainers
- plain, dark shorts, tracksuit bottoms or leggings
- white t-shirt (with or without the logo)

Children will do PE indoors and outdoors so appropriate clothing is required every week

For safety and practical reasons, the wearing of jewellery, is not allowed. Children who wear jewellery do so at their own risk and children wearing jewellery, including earrings will be asked to remove them. **The wearing of any jewellery, including earrings will not be allowed during PE lessons or other sporting activities, including playing with equipment at playtimes, or playing on the tyre-park or trim trail.** Please support us in this request and encourage your child to wear all jewellery at home only. Hair long enough to be tied up should be

4.3 Where to purchase it

Uniform items and T-shirts (with the school logo) can be bought, relatively cheaply at Little Gems, Peterlee; or from www.myclothing.com. All plain uniform items can be bought in supermarkets.

4.4 Pre-loved items

We hold a supply of school items which are of very good quality, and some items are almost brand new. Mrs Medcalf will be able to help you if you require specific sizes and all items are available at no cost.

We hope to promote an eco-friendly culture of donating / contributing and reusing good quality pre-loved uniform which children have quickly grown out of. We may request that items are sent into school during the year to help replenish stocks

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 Dunn 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

Pupils are also expected to contact Mrs Dunn if they want to request an amendment to the uniform policy in relation to their protected characteristics.

- The cost of the uniform
- Their child's protected characteristics

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 annually. At every review, it will be approved by 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