School Uniform Policy

Water Orton Primary

Approved by:	Emma Smith	**Date:**	October 2022
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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 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 Headteacher, who can answer questions about the policy and respond to any requests

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.
- Considering cheaper alternatives to school-branded items, such as logos that can be embroidered on by local suppliers for a small fee
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes (e.g. School hoodies, bags and coats are available but are optional items – not compulsory)
- 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

Detailed information about our school uniform can be found on the Uniform Flyer, which is updated each year.

We ask that pupils have one jumper / cardigan with a logo and one PE top with their house colour.

4.2 Where to purchase it

Our branded uniform is available at PB Sports and Hyperbole. Details of these suppliers can be found in the Uniform Flyer.

All other items can be unbranded and are available at high street shops and supermarkets.

Additional branded items are available to purchase but these are optional and based on parental preference.

We offer regular opportunities for parents to both donate preloved uniform and to access second hand uniform. We aim to recycle unnamed lost property items.

All pupils entitled to Free School Meals are offered a £50 rebate towards uniform costs each school year on the production of receipts. We can also arrange additional support for families experiencing extreme hardship.

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 the headteacher 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 the headteacher 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 the child's phase leader, deputy head or 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.

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. Safety

Jewellery

The wearing of any jewellery in school is strongly discouraged. Rings, bracelets and earrings can cause very unpleasant injury during play and physical activity therefore these are not allowed at all.
Children with pierced ears must wear only earrings of the stud variety and must be able and prepared to remove them for PE lessons. All jewellery must be removed for PE and games lessons. Staff are not permitted to assist children with the removal of jewellery. Sleepers are particularly dangerous and are not permitted to be worn at school. These procedures have been agreed to help keep children safe.

Hair

To avoid accidents or the spread of head lice, we ask that children with long hair have it tied back.

7. Monitoring arrangements

This policy will be reviewed annually by the headteacher. At every review, it will be approved by the 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