



Stathern
Primary
School

'Nurture, Inspire, Discover, Create'

School Uniform Policy

2022- 2025

Reviewed and ratified at the SDC Autumn 2023

Signed: Clare Allen

Signed by Head teacher:

A handwritten signature in black ink, appearing to read 'Kamra', is written over a faint horizontal line.

In accordance to the Equality Act and in line with the values of our school and published equality objectives, due regard will always be given to parents, staff and pupils with protected characteristics in the implementation and enactment of this policy

Contents

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

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, with no insistence on personalised uniform or uniform with a logo on it; these will be available as an option.
- 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, for example, cutting inappropriate words into hair styles. Parents can speak to the Head Teacher about hair styles, should they wish to discuss appropriateness.
- 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 Lambert (Head Teacher) 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 where possible, for example, by only asking that the cardigan, jumper or t-shirt features the school logo
- Considering cheaper alternatives to school-branded items, such as plain t-shirts, cardigans and jumpers

- 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/house groups
- 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 and swap second-hand uniform items through SUSSTAIN
- 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

All pupils should wear:

Blue or white polo shirt with

Navy blue or grey trousers; or

Navy skirt

Navy sweatshirt or navy cardigan.

Black or dark socks.

Black school shoes should be worn.

Warm and waterproof coats should be worn, when the weather is inclement.

In the summer pupils can wear blue gingham summer dresses, navy or grey skirts or pinafores, or navy or grey shorts.

For P.E. the children are expected to change into a plain white T-shirt, blue or black shorts or joggers and trainers or plimsolls, with white socks, where possible.

Swimming kits in Key Stage 2, comprise of swimming trunks (not beach shorts) and costumes

Further details can be obtained from the school office and uniform with the school logo is available to buy online (through a link on our website).

Jewellery

Children should not wear jewellery to school or to bring other valuables. Jewellery can be dangerous when worn during P.E. and at break times.

Earrings can be dangerous if they catch on clothing whilst the children are at play and we would prefer it if children did not wear them for school; if your child has pierced ears, studs may be worn if absolutely necessary, but earrings must be removed for P.E. lessons by the children themselves as staff are not permitted to remove earrings. All pupils are advised to remove earrings for swimming.

All children are expected to have a 'book bag'. A book bag will be given to them, free of charge, when they start in Class 1. Additional book bags can be purchased from the school office.

4.2 Where to purchase it

Parents can buy items from any of the major shops, including Asda, Tesco, John Lewis, Morrisons, Sainsbury's and Marks and Spencer's.

Items with the school logo, should parents wish to purchase, can be ordered online from School Trends.

The school organises a swap shop, once a term, called SUSSTAIN, where parents can 'bring and take' used uniform for their children

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 and whilst in school lessons, unless otherwise indicated by class teachers, such as experience days and Art workshops
- 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 Lambert via the office, 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 Lambert via the 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 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 Mrs Lambert who will use the schools Behaviour Policy, to reinforce our values and ethos work

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

- Considers 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 every 3 years by the Head Teacher. At every review, it will be reviewed by School Development Committee

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

This policy should be reviewed every 3 years or as necessary in line with the School Prospectus, published annually

Log of changes and updates to the document:

Date	Page	Change	Approver
13/9/22	All	New policy	KL - SDC
14/8/2023		EDI statement added	KL