



# School Uniform Policy

September 2022

## Introduction

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

## 1. 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
- 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 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 any questions about the policy and respond to any requests

## **2. 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
- making the wearing of items with the school logo on non-compulsory
- allowing the wearing of 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 leveler
- no difference in uniform requirements for different years
- avoiding different uniform requirements for extra-curricular activities
- 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

## **3. Expectations for school uniform**

- Our school's uniform can be found on the school's website.
- No child has to wear any school logo items but items worn should follow the school colours and not be plain.

## **4. Where to purchase uniform**

- Items with a school logo (optional) from Monkhouse Schoolwear specialists
- Any local supermarket for non-branded / items without the school logo
- Second-hand uniform sales at 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)

### **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. 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
- 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 annually by the headteacher. At every review, it will be approved by the full governing board.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality policy
- Anti-bullying policy

**Approved:** (FGB) **September 2022**

**Next Review:** **September 2023**

## Wanborough Primary School Uniform Requirements 2022/23

### Winter options

- Black/grey pinafore, skirt, culottes, trousers
- Yellow polo shirt
- Black sweatshirt/cardigan (no fleeces to be worn indoors)
- Sensible black shoes (no boots or ankle boots)
- Black or grey socks/tights

### Summer options

- Yellow and white striped/checked dress with white socks
- Black/grey pinafore, skirt, culottes, trousers or shorts
- Yellow polo shirt
- Black sweatshirt/cardigan
- Sensible black shoes or black/brown (with black/grey socks) or white sandals (with white socks) No flip flops will be permitted.

### PE Kit

- Black shorts
- Yellow/black t-shirt
- Plimsolls
- Trainers and black tracksuits for outside use