

# School Uniform Policy

St John with St Michael CE Primary School



<b>Approved by:</b>	Steven Rooney	<b>Date:</b> 1 <sup>st</sup> September 2023
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<b>Last reviewed on:</b>	1 <sup>st</sup> September 2023
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<b>Next review due by:</b>	1 <sup>st</sup> September 2024
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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 contact Steven Rooney, 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 where possible, for example, by making some items optional such as a school coat with logo.

- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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, for example, white polo shirts do not require logo.
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions
- Making sure that arrangements are in place for parents to acquire second-hand uniform items. At the end of the academic year, our school's PTA will organise a uniform amnesty where parents can donate uniform and purchase secondhand uniform at a fraction of the cost
- 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

#### ➤ Which branded items are required

School jumpers and cardigans are required to be branded with school logo, although families do not require both items. Our PE tracksuit is required. Our green ties are required from Year 3 to 6.

#### ➤ Which branded items are optional

Our school coat is available branded, but this is an optional purchase. Tartan Skirts and pinafores are also available, but this is optional.

#### ➤ Where you'll accept generic items instead of branded ones

We do not require branded white polos, white shirts, grey trousers, and socks. Dark grey skirts or pinafores can be purchased from supermarkets, and we advise parents to shop around for best value.

#### ➤ Expectations for PE and swimming kit

Pupil from Year 1 to Year 6 are expected to wear our PE tracksuit on PE days at school. This is ensuring all our pupils look smart on PE days and to avoid peer pressure of wearing expensive items such as Nike/Adidas. Pupils should wear plain black trainers, not brands.

For swimming lessons, children should wear plain trunks or a plain swimming costume. Pupils should bring a plain towel for drying.

#### ➤ Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)

For health and safety reasons, children are not permitted to wear any jewellery in school apart from a standard stud earrings. Stud earrings must be removed for PE lessons.

As part of our uniform standards, pupils are actively discouraged to come to school with patterns of carved shapes in hair haircuts. For example:



### ➤ **Expectations for shoes, bags and coats**

Pupils are required to wear black shoes. School book bags with a logo are available, but these are optional.

Coats are available, but these are optional. Pupils should always bring a coat to school.

### ➤ **Which items are only required in specific circumstances or at certain times of the year**

Purple tartan summer dresses and plain grey shorts can be worn throughout the summer term during the warmer weather.

## 4.2 Where to purchase it

### ➤ **Where can parents and carers obtain the uniform, including where items are only available from a specific retailer or can be bought more widely, e.g. from 'high-street' retailers**

Families can purchase branded items from Ann's School Wear shop in Bacup.

Non branded items are available from most supermarkets such as Asda, Tesco and Aldi and we recommend that parents shop around for the best deals.

### ➤ **Information about second-hand uniform:**

Our Parent Teacher Association (PTA) will arrange a second-hand uniform sale towards the end of term in July.

## 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, or their parents/carers, are also expected to contact Steven Rooney 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 Steven Rooney 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 managed through our school's behaviour policy.

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