School Uniform Policy

St John with St Michael CE Primary School

Approved by:	Local Advisory Board	**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 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 Paul Cowburn, Headteacher, who can answer questions about the policy and respond to any requests
- Consider requests for reasonable adjustments to uniform requirements for pupils with disabilities, sensory needs, medical conditions or other individual circumstances, working with pupils and their parents/carers to identify appropriate alternatives.
- Consider religious, cultural and racial needs sensitively, including requests relating to clothing, head coverings and hairstyles, while taking account of genuine health and safety requirements.
- Ensure that uniform and appearance expectations are applied fairly and do not unlawfully discriminate against pupils.

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.
- 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

- Purple V-neck jumper or purple cardigan

A school logo or a plain version is acceptable.

- Plain white polo shirt or white shirt
- Grey trousers, grey shorts or grey skirt
    - Tartan Skirts and pinafores are also available however this is optional.
    - In summer, purple Gingham summer dresses can be worn
- Black or white socks or grey tights
- All Year 6 pupils will receive a tie to wear. No other year groups are required to wear a tie.
- Black shoes with lace or Velcro fastening.
- Pupils must not wear jewellery, except for standard stud earrings (chains, bangles, bracelets, rings etc...) Stud earrings must be removed for PE lessons.
- Make-up, false nails and novelty headbands **are not** permitted to be worn at school.
- Hair accessories must match our school colours: black, grey or purple.
- School book bags with a logo are available, but these are optional. Non-branded alternatives are acceptable.

Please ensure that **all** clothing is marked with your child's name.

4.2 Our school's P.E. Kit

P.E. is a compulsory subject in the school curriculum and your child must have the appropriate P.E. kit in school.

- Plain white polo shirt
- Plain black tracksuit bottoms, black shorts or black leggings – no logos or visible markings
- Plain black zip up or overhead hoodie – no logos or visible markings
- Plain black trainers, not brands.

Children can arrive at school and wear their P.E. kit all day, providing it follows the uniform policy.

Reasonable adjustments can be made to PE kit and swimming clothing where required for medical, disability, sensory, religious or cultural reasons.

For swimming lessons

- trunks or shorts (above the knee) or an appropriate swimming costume.
- towel for drying.
- Children with longer hair will be required to wear a swimming cap.

4.3 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. https://anns-schoolwear.co.uk
- 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.

4.4 Second-hand uniform

The school is committed to helping families access affordable school uniform. Second-hand uniform will be made available to parents and carers, including families of prospective pupils.

Information about how to access second-hand uniform will be published on the school website and shared with families. The school will aim to make the process straightforward, discreet and accessible to all families who wish to use it.

Families experiencing financial difficulties are encouraged to contact the Headteacher to discuss available support.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to always wear the correct uniform (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 Paul Cowburn 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 Paul Cowburn 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 the 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