

# SCHOOL UNIFORM

## POLICY

<b>Date Adopted:</b>	September 2022
<b>Prepared by:</b>	Principal
<b>Approved by:</b>	Local Governing Body
<b>Next Review:</b>	September 2024



## **1. Introduction**

- 1.1 This policy sets out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers. It explains how we will avoid discrimination in line with our legal duties under the Equality Act 2010. It also clarifies our expectations for school uniform.

## **2. Our school's legal duties under the Equality Act 2010**

- 2.1 The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- 2.2 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 school office via telephone or by emailing [admin@sandringham.school](mailto:admin@sandringham.school) can answer questions about the policy and respond to any requests.

## **3. Why we have a uniform**

- 3.1 At Sandringham Primary School, we believe:
- A school uniform promotes a sense of pride in the school and reinforces our school values
  - Promotes a feeling of community and belonging
  - Is practical and smart
  - Identifies the children within the school
  - Is not a distraction in class
  - Makes children feel equal to their peers in terms of appearance
  - Is regarded as suitable
  - Is good value for money.

## **4. Limiting the cost of school uniform**

- 4.1 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.
- 4.2 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.
- 4.3 We will make sure our uniform:
- Is available at a reasonable cost
  - Provides the best value for money for parents/carers

#### 4.4 We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- 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 leveller and is available from 'high street' retailers
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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

## 5. Our school's uniform

### Nursery to Year 6

#### 5.1 We allow pupils to wear a range of options linked to our school colours and traditional uniform:

- navy blue sweatshirt or cardigan (school logo optional)
- white polo shirt (school logo optional) or white blouse/shirt with navy tie (optional)
- navy/grey/black skirt or trousers
- grey/black school shorts
- grey pinafore or blue gingham dress
- black sensible school shoes/school trainers (no high heels, slip-ons or sandals, preferably Velcro-fastening for younger pupils)
- navy, white or black hair accessories.
- black sensible school shoes/school trainers (no high heels, slip-ons or sandals, preferably Velcro-fastening for younger pupils)
- Wellington boots can be worn to school in case of bad weather but must be removed on entry to the school building
- cold weather: warm coat, hat and gloves
- warmer weather: waterproof jacket and navy, black or white sunhat without logos.

#### 5.2 We do not require pupils to wear any items with logos, although these are an option for families who would like this.

#### 5.3 We encourage families to adapt uniform to take into account their cultural backgrounds or religion.

### PE Uniform (worn instead of normal uniform on PE days)

#### 5.4 To minimise the financial burden of a separate PE kit, pupils wear their usual t-shirt and, in colder weather, their sweatshirt.

#### 5.5 Pupils in Years 1 to 6 should arrive at school dressed in their PE bottoms and will wear these all day.

#### 5.6 Our school PE kit includes:

- usual navy blue sweatshirt (for outdoor PE, school logo optional)
- usual white polo shirt (school logo optional) or plain white t-shirt
- navy blue/black sports shorts (no logos)
- navy blue/black leggings or tracksuit bottoms (for outdoor PE, no logos)
- plain trainers – please avoid branded items

5.7 Swimming kit for pupils in Years 4 and 5:

- navy/dark coloured swimsuit or trunks
- towel

5.8 With the exception of plain stud earrings (no more than one per ear), jewellery should not usually be worn in school. We will adapt our policy on medical or religious grounds, but ask that we are made aware of any requests in advance of jewellery being worn so that we can communicate variations to staff. All jewellery should usually be removed for PE lessons. Where earrings cannot be removed, parents should provide plasters to cover them.

### **Where to purchase uniform**

5.9 Sweatshirts and polo shirts with the school logo can be purchased from:

- Cliff's Menswear, Printing Office Street, Doncaster
- [www.schoolwearsolutions.com](http://www.schoolwearsolutions.com)
- Tesco, Asda and other supermarkets have a range of lower cost uniform options without logos.

## **6. Expectations for school uniform**

### **Pupils**

6.1 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)

6.2 Pupils are also expected to contact the school office if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **Parents and carers**

6.3 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

6.4 Parents are also expected to contact the school 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

6.5 Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

6.6 Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

6.7 The school will work closely with parents to arrive at a mutually acceptable outcome.

## **Staff**

6.8 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 Principal if the situation does not improve.

6.9 Ongoing breaches of our uniform policy will be dealt with in line with our Behaviour Policy.

6.10 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.

## **Governors**

6.11 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

6.12 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.