



St Paul's C of E Primary School



Uniform Policy

FAITH – HOPE – LOVE

**Approved by: Ali Silke HT
and Rachel Bull Chair of
Governors**

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Contents

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

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 get in touch with the School Office, 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 by only asking that the jumper/ cardigan and polo top features the school logo
- 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
- Avoiding different uniform requirements for extra-curricular activities
- 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 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

Please make sure that all items are clearly marked with your child's name.

Our school's uniform

Branded items purchased from school:

- Book bag
- Red cardigan with school logo (required)
- Red jumper with logo (required)
- White polo shirt with logo

Additional items which can be brought from external suppliers/high street retailers or East St Market:

- Trousers – Black or grey school trousers
- Skirts/pinafore dress – Black or grey
- Shoes – Dark flat shoes or black trainers (no backless, open toe or sandals)
- Socks – White, grey or black
- Tights – White, grey or black

PE kit

- Grey or black jogging bottoms or shorts
- Black plimsolls or trainers
- White polo shirt and school jumper

Swim kit (Year 4 only)

- Swimming trunks for boys (no board shorts)/Swimming costume for girls (must be one piece - no bikinis)
- Swim hat – All children (boys and girls) must wear swimming caps. These can be purchased from any local sports shop
- Towel
- Plastic bag for wet costume

Jewellery

- A wrist watch is allowed.
- Small plain stud ear-rings may be worn, but your child must be able to remove them independently for PE. Staff are not permitted to remove or insert earrings. Diamanté, crystals, gemstones or other decorative styles are not acceptable.

Hair

- Long hair must be tied back at all times, especially for PE lessons. The style should be appropriate for school and hair should not obstruct pupils' vision. Hair accessories should be discrete and match the uniform colours.

Second hand Uniform

The school accepts pre-loved uniform donations from parents, these are then available at no cost to those that require an item.

5. Expectations for our school community

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 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

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 can also 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

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.

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 the Headteacher

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

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
- 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 bi-annually by the Office Manager. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

- Equality Diversity Policy
- Anti-bullying policy
- Complaints policy