

West Cornforth Primary School



School Uniform Policy

Reviewed: September 2022

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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 during PE and movement sessions).
- 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 Mrs. Hodgson, 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.
- Considering cheaper alternatives to school-branded items which can be purchased at local supermarkets.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- 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

Our school colours are: navy, black or grey, pale blue and white. Our school uniform consists of:

- Navy sweatshirt or cardigan with our school logo.
- Black or grey trousers, skirt or pinafore dress.
- White or blue polo shirt or white shirt or blouse.
- In the summer months, blue and white checked dresses and black or grey shorts can be worn. These should not be P.E. shorts.
- A warm, waterproof coat should be worn in the colder months of the year.

Footwear

- Shoes should be plain, dark coloured, comfortable and safe.

- Children can wear plain black or grey trainers.
- It is dangerous for children to wear shoes with high heels, open toes, platforms or strappy sandals.
- Boots can be worn to and from school. Children can bring another pair of shoes to change into or they can wear their PE plimsolls or slippers inside school.

Please note: All uniform should be free of any form of logo or brand name, apart from the school logo.

Optional clothing:

- Summer hat/cap
- School outdoor coat (navy waterproof /fleece with school logo)
- All uniform should be clearly labelled with the child's name. The school does not accept responsibility for any lost items.

Jewellery

For health and safety reasons children should not wear jewellery whilst attending school. The school will not take any responsibility for loss or damage. In such cases parents are asked to accept full responsibility regarding any form of accident which may occur because of the wearing of jewellery.

For the safety of all pupils, jewellery is not allowed to be worn when engaging in all aspects of physical education. Any jewellery which cannot be removed will be covered prior to participating in any physical activity.

If children have pierced ears, small studs rather than dangly or hooped typed earrings should be worn for health and safety reasons.

P.E. Kit

All P.E. kit should be clearly labelled with the child's name.

All children should change into their P.E. kit for P.E. lessons for health and safety reasons and P.E. kit should be worn for after school sports clubs.

Our P.E. kit comprises:

- Navy shorts
- White or blue t-shirt (not vest top or crop top)
- Trainers to change into for outdoor PE.
- Black or grey jogging bottoms or leggings for outdoor PE
- Our P.E. kit, including a P.E. bag, can be bought from the online retailer or from the local supermarkets.
- All P.E. kit should be free from any form of logo or brand name, apart from the school logo.

Swimming Kit

- A one-piece swimming costume must be worn (no bikinis/tankinis).
- Boys must wear swimming trunks or shorts. Long swimming shorts are not permitted.
- All children must wear a swimming hat. These can be bought from swimming baths or local high street shops.

General Appearance

- Children should not wear nail varnish, make up or any tattoos, including the stick-on variety.
- Long hair should be tied back. This is particularly important in order to prevent the spread of head lice.
- Hair accessories such as slides, hair bands, ribbons, bobbles should be fairly simple and manageable.
- Parents are asked to ensure children's hair styles are appropriate for school. Extremes of hairstyle including bright colours, tramline designs and shaved heads are strongly discouraged.

4.2 Where to purchase it

Uniform can be purchased online. Visit our supplier Tots to Teams for more information.

<https://totstoteams.com>

- Free second-hand uniform is available for collection in school.
- Items of school uniform (uncollected lost property) will also be available for parents to collect.

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 are also expected to contact Mrs. Hodgson 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 permanent pen
- In good condition

Parents are also expected to contact Mrs. Hodgson 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 dealt with by Mrs. Hodgson or Miss Gregg (DHT) in her absence.

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 biennially by the headteacher. Once reviewed, it will be ratified by the Achievement and Learning committee.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Health & Safety