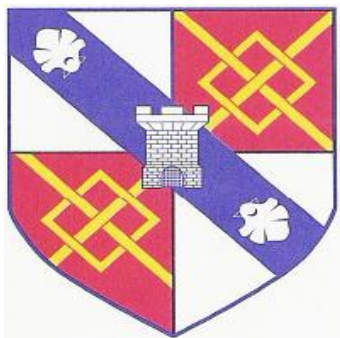


EARL SPENCER PRIMARY SCHOOL

"STRIVING FOR EXCELLENCE"



School Uniform Policy

Date reviewed: 17th January 2022

Responsible Personnel: Head Teacher

Adopted: 17th January 2023
To be reviewed on Biennial Basis

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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 get in touch with the Headteachers, 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.
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- › 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

4.1 Our school's uniform

- We do not expect any parent to only buy branded items for any child who is a member of our school community. **Our only expectation is for our children to wear the school colours.** With this in mind although we will signpost parents to the website where they can buy branded school uniform, we will also signpost parents to where they can purchase generic lower priced options.
- The school uniform consists of a **navy sweatshirt, red polo shirt, navy hijab.** Hijabs These should be worn with **grey or black trousers** (for girls or boys) or a **pinafore dress or skirt. Black shoes** should also be worn as part of the uniform. Leggings and tracksuit bottoms are not part of our daily school uniform.
- When children are in PE they should wear a **white t-shirt and navy/black shorts.** If they are outside for PE, they should wear either their PE kit or a **warm blue/black tracksuit with suitable active footwear.** This kit should also be worn for sporting clubs.
- Pupils can bring their equipment in a school book bag. If pupils are bringing a bag into school we would request that it is of a reasonable size (no larger than a small backpack).
- Swimming lessons- girls must wear a one-piece swimming costume & boys must wear shorts that are above the knee. Pupils will also need to wear a swimming cap.
- Children are asked not to bring or wear jewellery to school and we accept no responsibility for any losses. Watches are allowed, but again we expect the owners to be responsible. We request the children do not wear Smart Watches to school- please refer to our Personal Mobile Technologies Policy.
- Earrings can be dangerous in school, especially the hoop variety, and so we ask that only studs are worn. We advise Parents not to send children to school wearing earrings on PE or club days as they need to be removed for sporting activities and could get lost.
- We request that parents do not send their child to school with an extreme hair cut or extreme hair colour. In addition children should not wear make-up to school.
- We also request that parents ensure that they do not allow their child to attend school wearing false/gel/ acrylic nails for health and safety reasons.

4.2 Where to purchase uniform

- Parents can purchase branded versions of the school uniform through the following website:
<https://www.logoschoolwear.co.uk/product-category/schoolwear/earl-spencer-primary/>.
- Parents can also purchase low cost, generic uniform through a variety of shops:
https://direct.asda.com/george/school-uniform/D10,default_sc.html
<https://www.matalan.co.uk/kids-clothing/school-uniform/shop-all>
<https://www.tesco.com/zones/clothing/school-uniform>
<https://tuclighting.sainsburys.co.uk/c/kids/school-shop>
- The school will give parents access any second hand uniform by:
 - Making it available to parents on the playground at the end of the school day every term.
 - Ensuring parents know that they can speak to the school's FSW to access uniform support.

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 the Headteacher 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 the Headteacher 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 as outlined within Point 3, 6 & 7.4 of our 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 biennially by the Headteacher. At every review, it will be approved by the Full Governing Body.

7. Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Complaints policy
- › Personal Mobile Technologies Policy