

School uniform policy

Greenfield Primary School



Approved by:

Mr T Wild,
Chair of Governors

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › Allow pupils to wear headscarves and/or other religious garments
- › Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (only the school jumpers/cardigans and white polo shirts are logoed – however un-logoed alternatives are acceptable.
- › 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 (see above)
- › Avoiding different uniform requirements for different year groups
- › Avoiding different uniform requirements for extra-curricular activities
- › 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

School Uniform:

- Branded school jumper or cardigan
- White polo shirt (can be branded but not required)
- Black bottoms (unbranded) – skirt, shorts or trousers
- Green and white summer dress (unbranded)
- Plain black or white socks / black tights
- Black shoes – not trainers

PE Kit / Swimming Kit:

- Plain black bottoms (shorts, jogging bottoms, leggings) – unbranded
- Plain white T-shirt
- One piece swim suit or swim short which must be above the knee

Hairstyles and accessories:

- Clean & neat hairstyles – no dyed hair (bright colours) or patterns shaved into hairstyle
- Hair coloured or black bobbles. Scrunchies / headband etc. must be in line with school uniform (green) and must not be over-sized

- Jewellery – studs and a watch are the only acceptable jewellery to be worn in school – if wearing stud earrings your child MUST be able to independently remove them for PE/Swimming lessons
- Any coat can be worn. Coats should be brought to school everyday so that all children can play out in any weather
- Bags – School logoed bags can be bought from school. Children may also bring a small rucksack if necessary
- No nail varnish, false or acrylic nails or make-up are allowed

4.2 Where to purchase it

- › All logoed school uniform can be purchased from 'Simply Schoolwear' Chew Valley Rd, Greenfield. Non-branded uniform can be bought more widely, e.g. from 'high-street' retailers or supermarkets
- › The school in collaboration with the PTA also have a 'Nearly New' uniform rail. Parents who are finding it difficult to purchase school uniform can speak to a member of the school administration team or SLT to access this uniform. This can be taken for free or a voluntary donation which will go towards maintaining this service.
- › A letter will be sent to all parents at the end of each school year asking for donations of good quality, second-hand uniform and reminding parents that this service is available.

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 Head teacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

The importance of wearing the correct school uniform is highlighted in our school Rules and behaviour policy.

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 Head teacher 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 with the Head teacher
- › 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 (notes or phone calls home), 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 Head Teacher.

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 biannually by Head teacher. 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 policy and objectives statement
- › Anti-bullying policy
- › Complaints policy