West Pennard C of E Primary School

Uniform Policy

March 2024

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Chair of Governors

Ratified by: ……
Chair of Governors

Date: ……

Review date: Spring Term 2027

WEST PENNARD C OF E PRIMARY SCHOOL

Uniform Policy
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<u>Our school vision…</u>

'Since God so loved us, so we must love one another'

(1 John 4 v11)

Valuing our Christian foundation, we care for each other and our world.

We develop resilience, confidence and independence through our innovative and diverse curriculum; inspiring and motivating everyone to thrive.

Our motto, 'To Try is to Triumph' and growing Christian Values, are central to all that we do.

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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

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 Headteacher who can answer questions about the policy and respond to any requests

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 school jumper or cardigan features the school logo

- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as book bags
- 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 that 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

Expectations for school uniform

Our school's uniform

General Uniform

- Loose fitting grey trousers or shorts / culottes
- Grey or navy skirts/pinafore dresses (just above the knee/loose fitting
- Navy check summer dress
- Black, navy or grey socks. Trainer socks are not acceptable.
- White logoed polo shirt (optional) – white polo shirts without a logo are acceptable.
- School logoed sweatshirt or cardigan
- Sensible black shoes (or ankle boots as long as they are plain with no detail e.g. no colourful stitching / laces). Trainers are permitted so long as they are all black with no visible logo. Flat / ballet-style shoes are discouraged. Closed toe sandals are acceptable in the summer.

PE Kit

- School PE shirt (light blue). Logoed shirts are available but not compulsory

- School PE shorts (navy blue). Logoed shirts are available but not compulsory
- Plain trainers with flexible soles.
- Swimming kit to include towel, costume and goggles (optional)

- Blue book bag

Jewellery, with the exception of plain stud earrings or that worn for cultural or religious purposes, is not permitted*. Unusual hair styles such as gelled hair, shaved patterns or dyed hair is not permitted. Temporary tattoos, make up and nail varnish is not allowed.

*children with such jewellery will be asked to make it 'safe' for themselves and their peers when undertaking certain activities e.g. PE.

Where to purchase it

School sweatshirts, polo shirts, PE kit and book bags, with personalised school logo, can be purchased through our local supplier, Tor Printing:

West Pennard School - Tor Printing

White polo shirts, light blue PE t-shirts and dark blue shorts can be bought at supermarkets and online and worn without the school logo.

The FWPS (the school's PTA) run a clothing thrift shop selling good quality second hand uniform at various events during the year where parents may purchase second hand items for low prices.

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 Headteacher 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 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.

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 in accordance with the school's 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.

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 or offering online alternatives and by re-tendering contracts at least every 5 years.

Monitoring arrangements

This policy will be reviewed every two years. At every review, it will be approved by the Governing Board

Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy