



# SCHOOL UNIFORM POLICY

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**2024/25**

**HEADTEACHER: ALEX BRAMLEY**

## **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 Headteacher, 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 jumpers and fleeces
- 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 extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items from our School Clothes Bank
- 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**

- ✓ White or pale blue polo shirt, with or without school badge
- ✓ Blue sweatshirt/cardigan, with or without the school badge
- ✓ Checked dresses for summer
- ✓ Black or grey trousers, skirt or shorts
- ✓ Shoes should be flat, black and appropriate for school.

Children need a coat for school, school bag, and in the summer need a sunhat [None of these need to be school branded]

If trainers are worn these should be plain without logos.

Your child should wear shoes which he or she can manage to do up independently  
Please do not send your child to school in shoes which prevent them from running in the playground.

## **4.2 P.E. uniform**

- ✓ White T-shirt and plain black or navy shorts or plain black or navy tracksuit bottoms.
- ✓ Plimsolls for indoor lessons
- ✓ Trainers for outdoor/field use
- ✓ School jumper or black/ navy hoodie for outdoor use

The school may provide a separate PE kit for pupils when participating in sports festivals

## **4.3 Swimming uniform**

Swimwear must be suitable for the purpose and preferably of a dark colour to enable the swimmer to be seen clearly underwater.

- ✓ One-piece swimming costume
- ✓ Swimming trunks

## **4.3 Jewellery, Hair Ornaments, Make-up and Nail Varnish**

For health and safety reasons we do not allow children to wear jewellery. The exceptions to this rule are ear-ring studs in pierced ears, a simple watch and small objects of religious significance.

- ✓ If children have pierced ears. These need to be covered with tape during PE. Parents

are asked to provide their own tape / plasters and the children themselves will be expected to apply it.

✓ Watches – to be analogue or digital. No smart watches that connect to the internet, have the ability to send messages/ take photos or videos or record audio.

✓ Make up and nail extensions/ false nails should not be worn to school unless for an out of school hours' function, for example a school disco.

✓ Children are required to remove any items during PE lessons to prevent them from causing injury. The school's Policy is based on that of Derbyshire Health & Safety Guidance which states that "the wearing of jewellery in PE, Swimming and Drama constitutes a hazard as injuries can be caused to the wearer through the jewellery being accidentally caught or knocked. Similarly contact with jewellery can cause injuries to a third party."

✓ Taping up of jewellery for swimming is not considered an appropriate safeguard due to the risk of the tape coming off in the water and causing a choking hazard to other swimmers. If the child is unable to remove their earrings, then, for health and safety / medical reasons a swimming cap should be worn [see Derbyshire school swimming guidance 2023-24].

✓ Please note: Teachers are not permitted to remove earrings.

✓ There is no difference made in the approach to the wearing of jewellery by boys or by girls. The Policy remains the same

## **4.2 Where to purchase it**

**Branded uniform is available to buy from;**

Pinders Schoolwear

East Mall,

Peak Square

Crystal Peaks Shopping Centre

Sheffield,

S20 7PQ

<http://pindersschoolwear.com/shop>

Some items of pre loved uniform are available in school, whilst others are easily available, at very competitive prices, at local shops including supermarkets.

## **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 their Head Pupils, Class teacher or 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 their child's Class Teacher or 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 with by 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.

### **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 retendering contracts at least every 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed every 3 years by Headteacher.

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 information and objectives statement

Anti-bullying policy

Complaints policy