



St Mary's Hampton

Church of England Primary School

UNIFORM POLICY - DRAFT

Review Frequency: Every three years
Next Review: Spring 2025
Reported to: FGB
Date: Summer 2022

Signed:

(Headteacher)

(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 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 school office, 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
- › 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 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
- › Provision of a well-publicized second hand and nearly-new uniform shop, accessible at any time for families needing it

4. Expectations for school uniform

4.1 Our school's uniform

Our uniform was chosen, after consultation with parents, to be smart and practical. The school colours are: royal blue & white

- › Royal blue sweatshirt or cardigan (with logo)
- › White polo shirt (with logo optional)
- › Royal blue fleece (with logo) (not a compulsory item but may be worn as a jacket or as a outdoor top for PE)
- › Grey pinafore, skirt or tailored trousers
- › Royal Blue and white checked dress/playsuit (summer)
- › White or grey socks (not trainer socks) /grey tights
- › Flat heeled shoes (not trainers) in black or royal blue.
- › Hairbands, bobbles or small ribbons/bows – blue or white. Hair bows should be no more than 8cm in length.
- › PE kit – royal blue shorts, blue t-shirt (with logo), trainers (with velcro for children unable to do laces). Royal blue jogging bottoms or royal blue leggings to be worn in winter for outdoor PE (branding to be minimal) along with a royal blue hoodie (with logo)
- › Royal blue cap (with logo) which can be purchased via the school office only.
- › Royal blue book bag (with logo)- Reception to Year 2 inclusive
- › Royal blue rucksack (with logo) - Years 3 and above
- › Royal blue PE bag (with logo)

The elements that are 'badged' are the tops: T shirts, polos, sweatshirts/cardigans, PE hoodie, fleeces, caps, book bags and rucksacks.

Uniform supplier:

We are arranging two options for the purchase of uniforms. Schooldays are a local business at 94 High Street, Whitton, TW2 7UN. Alternatively, uniform can purchased online, either from our page on the Schooldays website <https://schooldaysllp.co.uk/index.php/product-category/schoolwear/schoolwear-primary-schools/schoolwear-primary-schools-st-marys-hampton-church-of-england-primary-school/> or from Price and Buckland <https://price-buckland.co.uk/> (we are in the process of setting this up).

Guidance on appearance

For safety reasons, **no jewellery** except pierced ears, where pupils may wear small 'starter' studs and these must be taped during PE lessons. Make-up or nail varnish is not permitted.

Hair should be of a natural colour and style and must be appropriate for School. Hair **must** be tied up at all times. Hair extensions or hair braided with beads or cotton is not permitted. Any hair accessories worn e.g. headbands, should be blue in colour and discrete. If wearing a bow, no longer than 8cm in length.

Hair length should not be less than a grade 2 and hair carvings (including eyebrows) or styles with dramatic variations in length e.g. Mohican style or 'V' style are not appropriate. Similarly extreme fashion hairstyles e.g. dip dying or contrasting colours are not permitted. If at any time there is doubt as to what hair style is acceptable for School please contact the school office for further guidance.

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 school office 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 school office 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 the Senior Leadership Team.

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 every three years, by the 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.