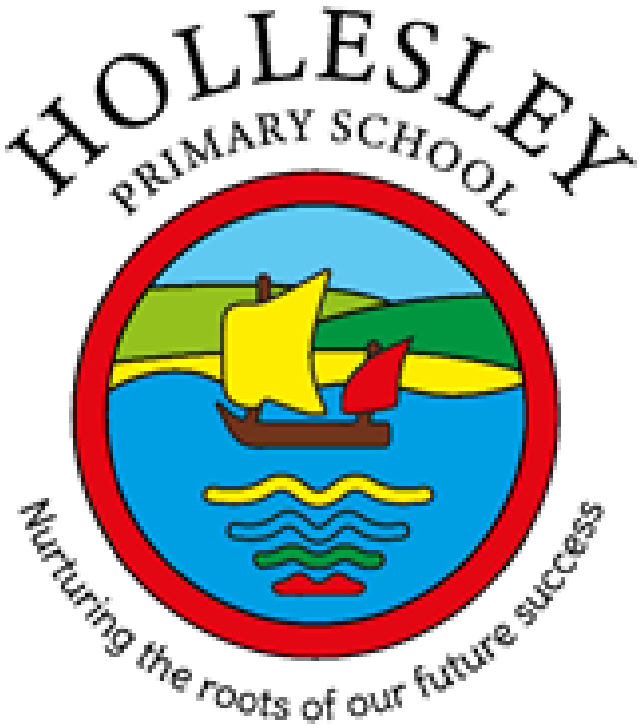

UNIFORM POLICY

Plan Owner / Author:	Sarah Wood
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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.
- 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 will ask for this to be tied back)
- Allow pupils to request changes to the uniform for religious or cultural reasons
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Sarah Wood, via email, 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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics where possible
- 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 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 (See appendix)

School branded or red plain sweatshirt or cardigan
grey skirt/shorts/pinafore/trousers, or red checked summer dresses
White or red polo shirt (either school branded or plain)
Sensible plain black "school" shoes (not trainers)

Outside Clothing
We use our school grounds for learning as well as play, throughout the school year. Therefore please provide your child with a pair of outdoor shoes (old trainers/ wellies). These are kept in school at all times. Outdoor trousers are also advisable during the winter.

PE Clothing
Children should have a white or red t-shirt (with or without school logo), black or navy tracksuit bottoms or shorts. Plain plimsolls or trainers should be worn with PE kit.
PE kit should be worn on PE days. Your child's teacher will inform you of which days the class does PE.
No watches or jewellery can be worn during any PE activities. For safety, hair must be neatly and securely tied back

Hair Styles: In addition to the uniform, it is expected that all children have sensible haircuts which does not include shapes and patterns shaved into children's heads. Children with long hair should wear simple headbands, bobbles and hairclips only and should avoid wearing anything too decorative or flamboyant, this includes any other additions to their hair either temporary or permanent. Bobbles and hair accessories should be red, white, black or brown.

4.2 Where to purchase it

School branded items can be purchased from My Clothing.
https://myclothing.com/collections/hollesley-primary-school-8071
Plain items can be purchased from any local retailer or supermarket.
Our Parents Association (Friends of Hollesley School) arranges a second-hand uniform sale, and holds a stock of second hand items, details will be communicated through Parentmail.

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)

In the event of children being allowed to wear their own clothes for all or part of the school day, children are expected to wear something suitable for a day's learning. Clothing must be appropriate and comfortable. The following items are **not** appropriate:

- Cropped tops
- Hot pants/ Short shorts
- Overly baggy tops/hoodies
- High heels
- Open toed shoes
- Ripped jeans
- Vest tops

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, Sarah Wood 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.

If families are eligible for Free School Meals, they can have £40 allowance per child, each academic year, towards the cost of the uniform. Please speak to Mrs Sampson in the school office.

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 according to 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.

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

6. Monitoring arrangements

This policy will be reviewed every 2 years by the Headteacher.

7. Links to other policies

This policy is linked to our:

- Behaviour policy (including-bullying policy)
- Equality information and objectives statement
- Complaints policy

APPENDIX 1

Jumper/Cardigan (with or without logo: red)	
T Shirt (with or without logo, red or white)	
Trousers/Shorts/Skirts/Pinafores	

Summer Dresses	
PE top (with or without logo, red or white)	
PE bottoms (black or navy)	
Shoes (example of sensible black school shoes)	
Optional items	School logod items are available from My Clothing, PE t-shirts, PE bags, fleeces, coats, book bags etc.