

School Uniform Policy



WHITFIELD ST JAMES'
CE (VC) Primary School

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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
- Allow pupils to wear headscarves and/or other religious garments
- 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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. For example, wearing plain t-shirts or polo shirts underneath a cardigan or sweatshirt with a logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as sweatshirts, cardigans and hoodies only
- 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 different year groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as wearing sashes
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items and signposting parents to them
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

Our dress code for school clothing is:

- Grey/black trousers/shorts/skirt/pinafore dress
- White shirt/polo shirt (school logo available)
- Navy blue sweatshirt/cardigan/fleece (school logo available)
- Plain white socks or grey tights with skirts or dresses
- Plain grey, black or white ankle socks with trousers or shorts
- Black shoes or trainer
- Blue checked summer dress.

PE kit

PE kit should be worn all day on PE days. Our dress code for PE clothing is:

- A plain white t-shirt
- Plain black/navy tracksuit or jogging bottoms
- Plain black/grey shorts (shorts should be just above knee-length to ensure that they are suitable for a wide range of activities)
- A plain black/navy sweatshirt or school hoody
- Sturdy trainers (white or black only)

Swimming

- Trunks (close fitting in order to support best technique for swimming)

or

- Costume (one piece, not a bikini or tankini, to support best technique for swimming)
- Towel
- Cap – any colour

Bags

- Children should bring their books to school in a flat book bag which can fit in their tray. Please do not add large keyrings as the bags do not then fit in their tray
- Book bags and lunch bags are the only bags that should be brought in to school. Back pack type bags should not be brought in.

Hair

- All children are expected to have their hair tidy and longer styles must be fully tied back. Hair should not cover the face, impede a child's vision (both when looking at the board or when leaning over their work) or provide a health and safety risk (such as when using tools in Design Technology).
- Extreme hairstyles, such as mohawks or brightly coloured hair, are inappropriate for school and every effort must be made to avoid these styles or to make them more appropriate during school hours.
- Whitfield St James' CE (VC) School reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance and staff will discuss this individually with pupils' parents and carers. Individual circumstances will always be taken into consideration.

Jewellery

- Unless worn for religious or cultural reasons, with the exception of stud earrings, we do not allow the wearing of jewellery (rings, bracelets, necklaces etc) for school, although a watch can be worn when not participating in PE lessons. The class-teacher will arrange where any items are to be placed once removed, however school will not accept responsibility for their loss, or damage.
- Smart watches should not be worn whilst in school.
- Small, plain studs can be worn in the ears (one earring per ear only). Hoops should not be worn for safety reasons. However, any child with pierced ears must remove their studs for PE and swimming lessons. For this reason, we recommend piercing is done during the summer holidays to avoid the need to remove studs from newly pierced ears.
- For recently pierced ears, we recognise that many children are unable to remove and replace earrings themselves for the PE lesson. For those pupils that cannot remove their earrings, we ask that earrings are covered with a plaster/tape, and that children learn to take out their earrings as soon as possible, for health and safety reasons. If it is not felt that it is safe to participate in an activity being done in a PE lesson with earrings covered by tape/plaster, then the child would not be allowed to take part in that part of the lesson.

Make-up

- Pupils must not wear make up in school.
- Nail varnish is not permitted for our pupils and parents will be asked to remove it for the following school day in accordance with this policy.

Religious clothing

- Some religions and beliefs require their members to conform to a specific dress code. Whitfield St James' does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow most religious requirements to be met.

- Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the executive headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy if there are further issues.

4.2 Where to purchase it

Almost all of our uniform can be purchased from high street retailers. Colours are deliberately chosen for uniform to be commonly available as unbranded items.

- Branded items are available from Bulldog Fashion – Surrey Street, Glossop.

Pre-loved items

- School uniform is available for free for any families who may need it from the Hummingbird Project clothing bank: <https://hummingbirdhubs.co.uk/welcome>

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)

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/carers are also expected to contact Craig Woodward (executive headteacher) or Leo Ford (Acting Head of School) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- Their child's additional needs
- The cost of the uniform

Parents/carers 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/carers 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 communicating directly with parents, rather than children in school and seeking a resolution together.

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/carers 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 year by the executive headteacher. At every review, it will be approved by the board of governors.

7. Links to other policies

This policy is linked to our:

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