



“Working together to fulfil potential”

School Uniform Policy

Policy Number	15
Target Audience	Staff/Parents
Approving Committee	H&S
Last Review Date	Sept 2022
Next Review Date	Sept 2024
Policy Author	SLT

This policy has been scrutinised to ensure it meets the requirements of the single equality duties. The school will make every reasonable adjustment to comply with the duties and actively avoid discrimination.

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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 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

- 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

- Providing kits for interschool competitions

- 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

We expect all our children to wear school uniform, however, we are committed to ensuring it is as affordable as possible.

Uniform Requirements - Year 1 to Year 6

Grey shorts or trousers, grey pinafore dress or grey skirt.

White shirt, school tie, royal blue v-neck jumper/cardigan with school logo; grey socks and black shoes.

Or

yellow/white gingham checked dress, white socks.

All hair ribbons and bands should be royal blue (or yellow to match summer dresses) and discrete in size.

Outdoor Clothing: James Brindley fleece or James Brindley showerproof coat with school logo or other suitable coat

Clothing that has James Brindley logos is available to purchase here:

www.mclellanclothing.com/jb/

Uniform Requirements - Nursery and Reception

Grey shorts or trousers, grey pinafore dress or grey skirt.

Gold polo shirt, royal blue v-neck jumper/cardigan with school logo; grey socks and black shoes.

Or

yellow/white gingham checked dress, white socks.

All hair ribbons and bands should be royal blue (or yellow to match summer dresses) and discrete in size.

Clothing that has James Brindley logos is available to purchase here:

www.mclellanclothing.com/jb/

Shoes

All pupils should wear black school shoes at all times of the year. Trainers, winter boots and summer sandals are not permitted. Any child who arrives at school in the incorrect footwear will be asked to wear PE pumps.

Other items:

Ties:

<https://app.parentpay.com/ParentPayShop/Uniform/Default.aspx?shopid=227>

Book Bags: will continue to be used as a means of carrying homework and letters and drawstring, PE bags with school logo are also required. <https://app.parentpay.com/ParentPayShop/Uniform/Default.aspx?shopid=227>

Backpacks: Should a larger bag/rucksack be necessary for more bulkier kit, parents may choose to purchase a James Brindley logoed backpack from our office.

Book bags and backpacks are available to order from our

website. <https://app.parentpay.com/ParentPayShop/Uniform/Default.aspx?shopid=227>

Physical Education (PE)

Royal blue shorts, yellow t-shirts with James Brindley logo and black pumps are required for all children (except nursery) for indoor PE. These should be kept in school in a drawstring PE bag.

Navy/Black jogging bottoms can be worn for outdoor games. Trainers can be worn for OUTDOOR games.

Clothing that has James Brindley logos is available to purchase here:

www.mclellanclothing.com/jb/

Swimming Lessons

- Year 4 children attend swimming lessons. Children will need a swimming costume or swimming trunks. These do not have to be a specific colour. Please note that the swimming baths do not allow children to wear loose style swim-shorts. Children are required to wear a swimming hat. Pupils are allowed to request changes to swimwear for religious reasons

Jewellery

If parents/carers wish, small watches and stud earrings may be worn **but must be removed during P.E. and swimming**. Please note that hoop earrings are extremely dangerous and can tear the ear lobe if caught by accident. Hoop earrings are NOT permitted in school.

Hair Styles

Children with long hair must have it tied up neatly in a bobble. Long, flowing hair is not practical at school, as it gets in the way when children are working, falling into their eyes. It also makes it easier for any outbreaks of head lice to spread. Any pupils who arrive in school with long, loose hair will be given a bobble and asked to tie their hair up.

NB: Extreme hairstyles, such as patterns shaved into the hair or mohican type styles are not acceptable or permitted.

Pre-Loved Uniform

- Any uniform that is now not needed should be donated to school. These items will be classified and offered to parents at no cost. A clothes rail is available in our entrance hall at the start and end of each school day for parents to view and to take for their own children.

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)

If Parent/Carers want to request an amendment to the uniform policy in relation to their protected characteristics or cost, they should contact the Headteacher,

Mr C. Moore,

5.2 Parents and carers

Parents/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 can lodge complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about 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 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

Our Health + Safety Committee 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 bi-annually 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