

Uniform Policy

Haslingfield Endowed Primary School

Approved By	Standards Committee
Date Approved	November 2022
Review Cycle	Every 2 Years
Next Review Due By	November 2024
Responsible Officer	James Hayward

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 children 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 children
- Allow all children to have long hair (though we request that hair is tied back and away from the face because it distracts children from learning)
- Allow all children to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow children to request changes to swimwear for religious reasons
- Allow children to wear headscarves and other religious or cultural symbols; although scarves must be in navy blue or white
- Allow for adaptations to our policy on the grounds of equality by asking children 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:

- Asking that branded jumpers are a desirable aspect, rather than a necessity
- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- 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 children 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

- The school jumper is a required and compulsory item of our uniform. For our branded jumpers, we ensure best value for money by regularly searching the market to identify best provider.
- The white or red polo shirt is branded but is not compulsory. Plain white or red polo shirts are acceptable.
- Generic grey trousers and skirts can be purchased at any major supermarket or department store.
- Children should wear their own swimming kit
- For P.E., children should wear black or blue shorts and white T-shirt
- Children should not wear jewellery unless for religious or cultural reasons.
- Earrings are acceptable but only studs can be worn (no hooped or dangling earrings).
- Children should wear black shoes with a good gripping sole; trainers are not allowed.
- Other branded items (not compulsory but many parents like these):
Coat, Bag, Water Bottle, Caps.

4.2 Where to purchase it

- All non branded items can be bought at 'high-street' retailers
- Branded items can be purchased at [Your School Uniform.com](https://www.yourschooluniform.com)
- Second-hand uniform can be purchased at community events. For more information contact the school office on office@haslingfield.cambs.sch.uk

5. Expectations for our school community

5.1 Children

Children 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)
- There are no gender specific dress requirements (e.g. any child can choose to wear a skirt or trousers as long as they are grey and fulfil the expectations within this policy) Children are also expected to contact the Headteacher at office@haslingfield.cambs.sch.uk 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 Headteacher at office@haslingfield.cambs.sch.uk 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. This is done by following the complaints' policy.

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 Members of the Staff

Staff team members will closely monitor children to make sure they are in correct uniform. They will give any children and families breaching the uniform policy the opportunity to comply, but will follow up with the Deputy Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by:

- Explaining the expectations to the child
- Reminding parents/carers what the policy expects
- Any continuation of incorrect uniform: parents/carers will be issued with a letter
- Further continuation of incorrect uniform will result in formal meetings with the Headteacher to set out expectations.
- Older children who can make more choices about how they dress in school will be managed using the school behaviour policy. In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, members of the team 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 children
- Offers a uniform that is appropriate, practical and safe for all children

The Governing Body 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. At every review, it will be approved by the Standards Committee.

7. Links to other Policies

This policy is linked to our:

- Positive Behaviour Policy
- Equality and Diversity Policy and Statement
- Anti-Bullying Policy
- Prejudice Related Incidents Policy
- Complaints Policy

Appendix A

Day Uniform	Examples
Grey Trousers / Skirt	
Plain Grey Pinafore	
Optional Red gingham dress	
Plain: grey, white or black socks / white, black or grey tights	
Red Jumper or cardigan— Branded (<i>not compulsory</i>) or non-branded	
White or red polo shirt (<i>not T-shirt style</i>) Branded (<i>not compulsory</i>) or non-branded	

<p>Black shoes (<i>plain</i>) No trainers, boots, UGG boots (<i>or of the style</i>). Sandals (<i>summer</i>) must be closed toe and have a heel support</p>	
<p>P.E. Kit</p>	<p>Examples</p>
<p>Plain white t-shirt</p>	
<p>Black shorts</p>	
<p>Plain white or black socks</p>	
<p>Warm Top (<i>colder months</i>) (School jumper can be worn or parents can choose to provide separate plain Grey or Black hoody / pullover)</p>	
<p>Warm Trousers (<i>colder months</i>) Plain Grey or Black joggers</p>	
<p>Sports Shoes Trainers or similar non/slip footwear</p>	

Seasonal	Examples
Summer sun hat/cap (Branded available, but not compulsory)	
Swimming Costume	
Coat (Branded available, but not compulsory)	