



# Uniform Policy

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## Introduction and Policy Aims/Purpose

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 in line with statutory [guidance](#) from the Department for Education on the cost of school uniform and further linked guidance on [expectations](#).

## 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, disability, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their gender
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow pupils with sensory or physical needs to make adaptations to their uniform depending on their specific needs
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Bennett, headteacher, who can answer questions about the policy and respond to any requests

## Limiting the cost of school uniform

Parents should not have to think about the cost of a school uniform when choosing which school(s) to apply for. Therefore, schools need to ensure that their uniform is affordable.

In considering cost, schools will need to think about the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.

Schools should keep the use of branded items to a minimum.

A school's uniform policy should be published on the school's website, be available for all parents, including parents of prospective pupils, and be easily understood.

Schools should ensure that their uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).

Single supplier contracts should be avoided unless regular tendering competitions are run where more than one supplier can compete for the contract and where the best value for money is secured.



This contract should be retendered at least every 5 years.

Schools should ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms should be clear for parents of current and prospective pupils and published on the school's website.

Schools should engage with parents and pupils when they are developing their school uniform policy. At Hillbourne Primary school, uniform is worn throughout the school as we believe it encourages a sense of belonging and identity.

For the purposes of this policy, **“uniform”** includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories including temporary tattoos
- Cosmetics such as makeup and nail polish

#### Uniform at our School

Our aim is that uniform is inclusive and low cost. It consists of the following items

- Boys
  - Grey tailored trouser or shorts
  - Logo Sweatshirt
- Girls
  - Grey skirt or pinafore dress / blue gingham dress for Summer
  - Logo Sweatshirt or Cardigan
  - Grey tights
- All
  - White polo shirt
  - White, grey or black socks
  - Black shoes

During the winter months all children should wear a coat. This does not need to be expensive, just warm. These can be bought at any local supermarket.

Please purchase the school logo jumper from Mapac. Other items of clothing can be purchased from any supermarket chain.



## Pre-loved uniform

We ask all parents to donate any uniform that is still in good condition but is no longer used. We will be advertising pre-loved items of uniform on a clothes rack where we ask for a donation of your choice. This will be on display either in the foyer or by the front of the school building.

## PE Kits

All children are required to have a PE uniform which consists of

- Black trainers or plimsols only
- Navy blue PE shorts
- White polo shirt
- Navy blue joggers
- Navy blue hoodie

## Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided by the school to any family that request help. This may be by providing a free sweatshirt to a child where we know there is hardship. We also have a clothes rail full of donated second hand uniform in school. Any parent is able to take items from this clothes rail for a suggested donation to ensure their child is correctly dressed for school. We make this process as informal as possible so that there is no stigma attached to asking for help.

Please contact the school office prior to the start of swimming lessons should you be unable to provide a swimming kit, financial hardship should not be a barrier for taking part.

By providing these things to every child, we hope to reduce the stigma some families may feel about not being able to afford these 'extras'

## General Appearance

Pupils should wear clean uniform and have long hair tied back or braided. Shoes should be all black including the soles and in good condition so that pupils are safe and comfortable. Children should not wear jewellery to school, the only exception is small, plain stud earrings which children will need to be able to remove for P.E.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons.



## Hairstyles and headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Shaved patterns e.g. tram lines or mohican hair styles
- Brightly coloured, dyed hair
  - Bright vibrant hair accessories

## Religions and Beliefs

Some religions and beliefs require their adherents to conform to a particular dress code or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head. Pupils have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner. If our school has good reason for restricting an individual's freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may be justified.

The school will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. It should be possible for most religious requirements to be met within a school uniform policy and the local governing board will act reasonably through consultation and dialogue in accommodating these.

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.



## Engagement with parents/carers

The school will engage with parents and pupils when developing their uniform policy to ensure that it is suitable for their school community, recognising that the school community may change over time. 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 dealt with in accordance with the school's complaints policy. The school will work closely with parents to arrive at a mutually acceptable outcome.

## Discrimination

Even when a policy has been agreed, school staff will be able to allow for some individual variations to their uniform policy, where necessary to avoid indirect discrimination. For instance, reasonable adjustments will be made, as appropriate, for pupils with a disability. We aim to make our school uniform as inclusive as possible so if parents have any requests or concerns then please contact the school.

Please ensure all items of clothing are labelled with your child's name to avoid them being lost. Where pupils are wearing jumpers that are not labelled then school may label them on behalf of the family. Lost property is located in the yellow tubs and will be available after school by the hall door.

During hot weather children should bring a bottle of water and a sun hat into school, every day. Please remember to apply sunscreen in the morning before school.

## 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 in line with the behaviour policy where a pupil will receive a reminder, a caution, a yellow card and then a red card. If the pupil continues to breach the uniform policy then an internal suspension or exclusion may be actioned. This is the expectation of pupils in secondary schools and workplaces.

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.

## Governors

The governing body will review this policy to ensure it is appropriate for the school context, is implemented fairly across the school and is appropriate, practical and safe for all pupils.

## Associated Policies

This policy links to:

- Complaints policy
- Behaviour policy
- Equality information and objectives

