



***Love of Learning, Love of Life, Love of One Another***  
***'Life in all its fullness' John 10:10.***

# School Uniform Policy

Agreed by the Governing Board at GB6 22 – 23.

Headteacher:  **Nicola Ball**

Chair of Governors:  **Roger Evans**

This policy will be reviewed annually and is due for renewal in the 2023 – 24 Academic Year at GB6

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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
- All pupils with long hair must have it tied up
- Allow all pupils to style their hair in the way that is an appropriate style and colour for school yet makes them feel most comfortable
- 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 their child's class teacher, 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

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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.
- 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 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
- Providing pre-loved uniform for sale within the school

## 4. Expectations for school uniform

### 4.1 Our school's uniform:

- Red sweatshirt or red cardigan with school logo.
- Red polo shirt (with or without the school logo)
- Dark Grey trousers / shorts
- Dark Grey skirts or pinafore dresses (minimum length requirement, knee length)
- Red checked summer dresses (minimum length requirement, knee length)
- Black shoes or closed toed black sandals in the summer
- Book bag for KS1 (EYFS, Year One and Year Two – these are provided by the PTSA)

### PE Kit

Your child will also need to bring a full PE Kit to school. Each child will need the following in school every week for PE:

- 1 red T-shirt (with or without logo)
- 1 pair black PE shorts
- 1 pair gym shoes (plimsolls or trainers)
- Black jogging/track suit bottoms during colder weather

Tracksuit bottoms will be required in cold weather. PE Kit needs to be stored in an appropriate PE bag and kept on your child's peg during school hours.

### **Swimming Kit**

Children having swimming lessons will need a swimming costume (not bikini or tankini) or swimming shorts fit for purpose (not surf/board shorts), goggles and a towel.

### **Jewellery**

- The only permitted jewellery that may be worn is:
- One pair of stud earrings (no other piercings are permitted)
- A sensible wristwatch (not a smartwatch)

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, for example, PE lessons / swimming lessons. If children cannot remove their own earrings, then this should be done at home on the day of PE.

### **School Bag**

We encourage children from Reception and Key Stage One to use book bags to transport books, homework and personal items between school and home. These are provided by the PTSA. Teachers are able to store these in classrooms and are able to support the children to increase their independence with organising their home / school equipment.

In Key Stage Two, the children may bring their belongings in their own backpack but this should be clearly named.

- Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold children's books and reading diaries comfortably without causing any damage.
- The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.
- Children should not bring in their own pencil cases or stationery.
- Water Bottle - all children should bring a water bottle into school every day: this can be refilled by children whenever necessary during the day. Water bottles must be labelled with the pupil's name.

### **Hair Styles**

- Hairstyles should be smart and moderate in style. Brightly or un-natural coloured

hair is not permitted.

- Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds. The Head Teacher will take each individual pupil's scenario into consideration.
- Long hair should be tied up. This is to avoid health and safety risks and ensure that children's vision is not impeded.
- Large, excessive hair accessories should not be worn; however, small hair clips or plain headbands are acceptable. e.g. a pupil may be permitted to cover their hair if they have hair loss / illness etc.

### **Make-Up**

- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn, children wearing coloured nail varnish will be asked to remove it.
- Children are not allowed to wear make-up.
- Pupils wearing make-up are required to remove it.

At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover heavy scarring/skin damage.

### **Adverse Weather**

#### ***Hot Weather***

Everyone working at/attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible.

This includes wearing:

- Sun-safe hats
- Sunscreen (children must be able to apply this themselves and it must be labelled and handed to the child's class teacher, children are not permitted to share sun screen with others)

During hot weather, lightweight clothing is required to reduce the risk of overheating. Pupils are not required to wear their jumpers/cardigans during heatwaves.

If outside during break and lunch times, pupils not wearing sun-safe clothing/sunscreen are advised to stay in an area protected from the sun.

#### ***Cold Weather***

- During cold weather, pupils are required to wear scarves, gloves, coats and hats when they are outside.

- Additional layers underneath the usual school uniform are accepted.
- Where possible, pupils not wearing warm clothing are provided with spare clothing if going outside during break and lunch times.

## Labelling

School staff encourage good organisation of clothing and footwear, for example, designated spaces for children to keep belongings in and checking of labels. However, all pupils' clothing and footwear must be clearly labelled with their name.

### **Clothing and footwear are the responsibility of the pupil and not the school.**

If a child goes home in another child's clothing by accident, for example, their jumper, parents/carers should send the clothing not belonging to them back into school to their child's class teacher.

Any lost clothing is to be taken to the lost property box. The lost property is sorted weekly and named items will be returned to the child. Unnamed lost property is retained for a half term and is disposed of if it is not collected within this time.

## 4.2 Where to purchase it

Branded items of school uniform, i.e. jumpers, cardigans, PE t-shirts and school book bags (optional) are supplied by myclothing. These may be purchased online at [www.myclothing.com](http://www.myclothing.com). All other items of generic school uniform may be purchased from any supermarket or high street retailer.

The school holds a limited amount of second-hand uniform, which is available for parents to purchase by inquiring at the school office at any time. Donations of good quality second-hand uniform are welcomed and the School Council run an end of year non school uniform days to encourage the re-use of previous uniform.

## 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).

Pupils are also expected to contact Head Teacher using the Office email address; [office@ashlandsprimary.school](mailto:office@ashlandsprimary.school) 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 Head Teacher using the Office email address; [office@ashlandsprimary.school](mailto:office@ashlandsprimary.school) 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.

### 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 Behaviour and Relationships 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

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 12 months. At every review, it will be approved by the full governing.

## 7. Links to other policies

This policy is linked to our:

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