

UNIFORM POLICY

September 2023

Responsibility: Nicki Starling

Approved by Governors 26.9.2023

Review Date: September 2024



Contents

1. Aims	page 1
2. Our school's legal duties under the Equality Act 2010	page 1
3. Limiting the cost of school uniform	page 1
4. Expectations for school uniform	page 2
5. Expectations for our school community	page 3
6. Monitoring arrangements	page 4
7. Links to other policies	page 4

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 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 the way that is appropriate 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 Nicki Starling, 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
- › Not expecting any child to have to wear any items of clothing or having logoed accessories such as a book bag or PE bag.
- › 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 signaling differences in groups for interschool competitions, such as creating posters or labels
- › 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

4.1 Our school's uniform

We do not expect that children wear branded clothing but if parents/carers would like to, items of school uniform, including book bags, are sold online by Brigade Clothing Limited: www.brigade.uk.com and Ellis Scott School Wear in Reigate.

We are currently in the process of changing our school uniform so that the children wear bottle green polo shirts. For the academic year 2023 - 2024 there will be a transition period where children can continue to wear white polo shirts.

Winter

- Grey trousers, grey skirt, or pinafore dress
- Bottle green or white polo shirt, blouse, or white shirt
- Green sweatshirt or cardigan

Summer

- Grey shorts, green cotton check dress or green cotton checked playsuit
- Bottle green or white polo shirt, blouse, or white shirt

Children in the Foundation Stage may wear dark green jogging bottoms. As children spend time outside, we also encourage the purchase of a green fleece.

Uniform for P.E: Green shorts, green or white T-shirt, plimsolls, trainers, draw-string P.E. bag, old tracksuit for outside use when it is cold.

4.2 Where to purchase it

We do not expect that children wear branded clothing and all school clothing can be purchased from high street retailers. If parents/carers would like to, items of school uniform, including book bags, are sold online by

Brigade Clothing Limited: www.brigade.uk.com and Ellis Scott School Wear in Reigate.

The PTA also holds regular second-hand clothing sales.

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)

Parents/carers are also expected to contact the Headteacher, Nicki Starling, 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, Nicki Starling, 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.

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 annually by the Headteacher. At every review, it will be approved by the full governing committee.

7. Links to other policies

This policy is linked to our:

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