

LA Maintained Schools: Model Uniform Policy

Brierley CE (VC) Primary School



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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, having taken full account of the Education Act 2021 (Guidance about Cost of School Uniform)
- 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 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 featuring the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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/class/house 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

There is no expectation to purchase branded items for the school uniform,.

Branded cardigans and sweater are available with details found at the school office.

Our school's uniform:

Boys Uniform

- Red school sweatshirt
- White shirt or white polo shirt
- Dark/Mid Grey trousers or shorts
- Black shoes or sandals (trainers are NOT allowed to be worn in school)
- Boots worn in winter will be accepted, but preferably if they can be changed for plimsolls indoors.

Girls Uniform

- Red school sweat shirt or cardigan
- White blouse or white polo shirt
- Dark/Mid Grey skirt, pinafore or trousers
- Red and white gingham dress (summer)
- Black shoes or sandals (trainers are NOT allowed to be worn in school)
- Boots worn in winter will be accepted, but preferably if they can be changed for plimsolls indoors
- White, grey or black socks or tights

P.E. Kit

- Black shorts
- White T-shirt
- Tracksuit and trainers (if outdoors)

Swimming Kit

- Dark one-piece swimsuit for girls
- Swimming trunks (not shorts) for boys
- Towel
- Swimming cap if desired
- Goggles if desired

Jewellery

- Children may wear small stud ear rings (no hoops or dangling ear rings)
Earrings will not be taped over so **must be** removed for sporting activities
- A classic watch may be worn (no smart watches)
- No other jewellery is permitted without the approval of the head teacher.

4.2 Where to purchase it

School retains a very small number of sweatshirts and cardigans but can provide details of the local provider if parents wish to purchase a branded sweater or cardigan.

All other items of clothing can be purchased readily from large supermarkets and high street retailers.

School has a collection of unclaimed and donated school uniform which is available from the school office and at intervals in the school hall and playground, at the start and end of the day. Parents may select any items free of charge.

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)

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 via the school office 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 the 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 head teacher

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 Body 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, affordable, practical and safe for all pupils

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

The school shall be responsible for reviewing this policy from time to time, ensuring that it meets legal requirements and reflects best practice.

7. Links to other policies

This policy is linked to our:

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

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