

Approved by:	Victoria Briody	Date: 1 September 2022
Last reviewed on:	September 2022	
Next review due by:	September 2023	

## 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 careers.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify our expectations for school uniform.

## 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 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 Headteacher Jo Ryan (020 7738 6481) who can answer questions about the policy and respond to any requests.

## 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 must 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.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability.
- 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 extracurricular 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.

## Expectations for school uniform

### Our school's uniform

#### Our Uniform for Reception to Year 6:

- Light blue logo jumper or cardigan, plain white shirt or polo shirt; black or grey trousers, shorts or skirt; black, grey or white socks and black shoes or trainers.
- Hijabs must be white, black, or blue.
- A grey pinafore dress can also be worn.
- Blue and white gingham dresses may also be worn in warmer weather in Autumn & Summer terms.

## PE Uniform:

- White T-shirts, shorts, and black or grey tracksuit trousers should be worn on PE days with black, grey, or white trainers.

## Jewellery, Hair Ornaments, Make-up, and nail varnish

For health and safety reasons, we do not allow children to wear jewellery. The exceptions to this rule are small objects of religious significance or stud earrings. Your child's class teacher will advise you when PE lessons are to take place.

## Footwear

For health and safety reasons, we do not allow pupils to wear shoes with platform soles, Heelys or high heels. All pupils are required to wear flat, plain black shoes or trainers. These should be closed in with no toes visible. If boots are worn these should also be flat and plain black.

## Adaptations for weather

In the cold weather, particularly in the winter months, children are expected to wear coats and are permitted to wear a hat/earmuffs, scarf and gloves. Please ensure that all items are clearly named. Items such as polo-shirts / short-sleeved shirts, tailored shorts and summer dresses are all appropriate in the hot weather.

## The role of parents

We believe that one of the responsibilities of parents is to ensure that their child has the correct uniform and PE kit, and that it is clean, in good repair and that the child's name is written on all items. If a parent has difficulties for any reason with fulfilling this request, they are asked to speak confidentially to a senior member of staff to discuss the issues. Parents should be assured that we will do all we can to help.

Children who arrive at school wearing non-school uniform or PE clothing will be loaned an appropriate item from school where possible. Parents will be contacted to discuss the matter and may be requested to return to school with correct clothing.

The school welcomes children from all backgrounds and faith communities. If there are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from our school uniform, the school will consider such requests sympathetically. If any parent would like to request a modification to the uniform policy they should, in the first instance, contact the Headteacher.

## Where to purchase it

Parents and careers can obtain unbranded uniform from any of the local suppliers or appropriate school jumpers and cardigans can be purchased from the school.

## Expectations for our school community

### Pupils

Pupils are expected to always wear the correct uniform (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 the Headteacher Jo Ryan (020 7738 6481) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 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 Headteacher Jo Ryan (020 7738 6481) 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 can make complaints in line with the school's Concerns & Complaints Policy.

Disputes about the cost of the school uniform will be:

- resolved locally
- dealt with in accordance with our school's Concerns & Complaints Policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

### 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 school's Behaviour 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.

### **Monitoring arrangements**

This policy will be reviewed annually. At every review, it will be approved by Victoria Briody, Associate Education Director.

### **Links to other policies**

This policy is linked to our:

- School Behaviour Policy
- Equality information and objectives statement
- Anti-bullying Policy
- Concerns and Complaints Policy