

# School uniform policy

Smallwood CE Primary Academy



<b>Approved by:</b>	The Leadership Team	<b>Date:</b> September 2023
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### 1. Aims

It is our policy that all children should wear school uniform when attending school, or when participating in a school organised event outside normal school hours. We provide a complete list of the items needed for school uniform within this policy. The policy specifies exactly what choices there are and what we recommend that pupils should wear. This policy is also included in our school prospectus.

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

#### Objectives

Our policy is based on the notion that a school uniform:

- › Promotes a sense of pride in the school:
- › Engenders a feeling of community and belonging:
- › Supports positive behaviour and discipline:
- › Is practical and smart:
- › Identifies the children with the school, and encourages identity with the school:
- › Makes children feel equal to their peers in terms of appearance:
- › Prevents children coming to school in fashion or 'designer' label clothes that could be distracting in class or create a sense of competition:
- › Is regarded as suitable and good value for money, by most parents.

### 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
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › 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 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

Smallwood has an Academy uniform which we believe looks smart, wears well, and gives the children a pride in belonging to our Academy. It consists of:

- A light blue polo or shirt (these are available with the school logo but this is not compulsory)
- Blue sweatshirt (with the school logo – available from school) or blue cardigan (cardigans do not have the school logo)
- Grey trousers, skirt, culottes or pinafore.
- Grey shorts or a blue and white gingham school dress in summer.
- Grey or white socks / black, grey or dark blue tights (winter)
- Grey or white socks (summer)

### Footwear

Children should wear black shoes to school (not trainers). We believe that it is dangerous for children to wear shoes with platform soles, open toed sandals, or high heels in school, so we do not allow this. Black boots are only acceptable in the winter months, where they are both practical and necessary. Our school promotes the use of practical shoes that are well maintained and reflect our commitment to smart appearance and pride in school identity.

### Jewellery

Please note that on the grounds of safety, **no jewellery** should ever be worn

If your child has pierced ears please ensure that **only small studs** are worn. These would need to be removed at home for PE after the healing period. Watches may be brought to school, but we cannot be held responsible for them.

### Hair and General Appearance

Long hair should be kept tied back at all times and this is due to Health and Safety reasons to prevent long hair getting caught on furniture and equipment, for proactive management of nits and also for safety during PE lessons. Also, the Academy does not permit children to have 'extreme' haircuts that could serve as a distraction to other children, or to wear hair gel. Hair should be of a 'natural' colour. Ribbons, bobbles, hair bands and slides should be simple in style and only in black, blue or brown. Short hair should be no shorter than a 'No 2' and should not have 'fashion' markings shaved into it (e.g. tram-lines). Parents should also be aware that hair braids with beads, tattoos, nail varnish or any other form of make-up are not permitted.

### PE kit comprises:

For indoor activities – A blue PE shirt with the school logo, navy blue shorts (gymnastics) or P E skirt.

For outdoor activities - A blue PE shirt with the school logo, navy blue shorts, P E skirt or jogging pants and sweatshirt with **suitable footwear** for outdoor activities.

It is helpful if these could be kept in a **small**, named drawstring bag and brought into the Academy on Mondays.

All clothing should be **clearly marked with your child's name** to avoid confusion.

## 4.2 Where to purchase it

The school branded uniform is available from Badged (Uniform Warehouse -

<https://www.badged.co.uk/page/school-uniform>) which is located at Cockayne House, Love Lane, Betchton, CW11 2TS. Uniform can be ordered and paid for online and they can be contacted on 01477 500504.

## 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)

Pupils are also expected to contact the Headteacher 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 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 every three years by the Headteacher. At every review, it will be approved by the Board of Directors.

## 7. Links to other policies

This policy is linked to our:

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