



Lowick and Holy Island C of E First Schools

School Uniform Policy

Reviewed by	Governing Body
Signed by	(Chair)
Date of review:	Spring term 2022
Date of next review	Spring term 2024

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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
- 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 any member of staff 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 – for example, only to the uniform tops.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

As a school we recognise that having a shared uniform is a way to have a shared pride in our school community and show that we are 'Journeying Together'. However, we are also mindful of the individual needs of the children and families in our community and seek to have a policy which allows for flexibility to benefit the well-being of all.

Our school uniform includes branded polo shirts and sweatshirts / cardigans. Branded fleeces or showerproof jackets, book bags and swimming bags are offered but not considered part of the uniform per se. For PE a branded t-shirt is available.

We note that the majority of our parents support our uniform and most children wear it most days. Nursery children enjoy wearing the tops if they choose to. However, our uniform is not compulsory and we will accept children into school wearing any appropriate and comfortable clothing. We do not expect a particular kind of trouser, shorts or skirt or dress as long as the child is comfortable, able to be active and the clothing is appropriate. We understand some children will find the sensation of certain clothing challenging and we appreciate parent's efforts to dress them how they will be able to come to school and succeed in their learning.

For PE, and other active days, we ask parents to dress their children in active wear bottoms such as leggings or tracksuit bottoms to make it easier for the children to change for swimming.

Our expectations are that the children's shoes are comfortable, support the child's feet and enable them to move around safely. We keep wellies in school for each child – we welcome donations or the school will ensure we have them available.

Similarly, the school has purchased outdoor clothing for nursery and the younger children. We have spare coats for the children in the main school as and when they are needed. The school also keeps a selection of sun hats, warm hats and gloves to support children's comfort when being outdoors.

We have legitimate concerns around jewellery in school and would prefer no child to wear jewellery which can pose a risk to their well-being. We would ask parents to work with the school in this regard to reach an agreement on what would be suitable.

Children are free to bring any generic bag to school as long as it is appropriate for children.

4.2 Where to purchase it

Our branded items of uniform are available from the school. They can be purchased through the school office. The cost of individual items is less than the average cost from the government's research in 2015 as to the average cost of individual items of school uniform in primary schools. As we imagine the average will have risen over the years since 2015 we believe our new uniform costs are very reasonable.

We also regularly make second-hand uniform items available for a donation throughout the year and on request.

Non-branded items can be bought at any shop, including supermarkets which offer very reasonable prices.

5. Expectations for our school community

5.1 Pupils

Pupils are *asked but not required* to 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 Mrs Simpson or any member of staff 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 *asked but not required* to make sure their child has the correct uniform and PE kit, and they are expected to make sure that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact Mrs Simpson or any member of staff 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

Having a uniform by consent approach means that staff need only monitor pupils to make sure they are in clothing which is suitable for their comfort and safety and appropriate for the child's needs / activities. They will seek to give support, lend clothing and consult with families/parents/carers to ensure all children are dressed appropriately. Staff will follow up with the headteacher if the situation remains unresolved.

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 school will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed by the headteacher every two years. At every review, it will be approved by the governing body.

7. Links to other policies

This policy is linked to our:

- Equality information and objectives statement
- Complaints policy