


St Lawrence C of E (Aided) Junior School

School Uniform Policy

	Reviewed	May 2024
	Next Review	May 2027

1. Aims

This policy aims to:

- Clarify our expectations for school uniform
- 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

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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, as far as reasonably practicable, our uniform is affordable 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs

- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' ability to 'shop around' for a low price.

We will make sure, as far as reasonably possible, that 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 and/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 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

<u>Winter uniform:</u>	<u>Summer uniform</u>
Sky blue shirt School tie (branded) Navy blue jumper / cardigan (branded) Navy blue skirt (tailored) Grey trousers (tailored) Navy trousers (tailored) Grey shorts (tailored)	Blue/white vertical stripe summer dress Sky blue, short sleeve shirt/blouse Navy blue skirt - tailored Blue or grey shorts – tailored Navy blue jumper or cardigan (branded) Navy blue school baseball cap (branded or plain navy blue)

Shoes, socks and tights:

- Black, grey or navy sensible and suitable in style (boots are not allowed)
- Trainers are not allowed except for PE
- Plain white, grey or navy-blue socks or tights (no trainer socks)

PE Kit:

- House colour t-shirt (branded)
- Navy blue shorts
- Navy blue sweatshirt (branded)
- Navy blue jogging bottoms
- Navy blue PE bag (branded)
- Trainers/sports shoes – white, navy-blue or black (no fashion trainers)

- Socks

Swimming Kit (Year 4 & 5 only):

- Swimming costume
- Hat
- Goggles
- Towel
- Swimming bag

Jewellery and hairstyles- in line with the Equality Act 2010

- Children may not wear jewellery at school for safety reasons
- One plain watch can be worn but must be labelled and removed for PE
- Earrings - one pair of simple studs (one in each ear) may be worn
- Earrings should not be worn on the days your child has PE as they are not allowed to be taped over
- No extreme fashion haircuts allowed
- No highlights or colours
- Hair shoulder length or longer must be fully tied back using plain navy-blue or black bands and/or clips.
- *Any jewellery worn to school is done so at your own risk and the school cannot accept any responsibility for lost items*

Other Items:

Nail varnish, wristbands, tattoos (Temporary or permanent) and friendship bracelets should not be worn.

4.2 Where to purchase our uniform

Branded school items can be purchase from:

www.mapac.com

www.ukuniform.com

- Book bags, PE bags and ties can only be purchased from the school office
- Sports t-shirts in House colours can only be purchased from Mapac
- All other school uniform items can be purchased from any retailer

Second hand uniform

The PTA organise regular second-hand uniform sales for families to purchase lower cost uniform items.

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/carers 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/carers 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 'Responding to Parents' Concerns and Complaints Policy

The school will work closely with parents/carers 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.

Ongoing breaches of our uniform policy will be dealt with by the headteacher.

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 has adopted and 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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing body will also make sure that the school's uniform supplier arrangements give the 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. Links to other policies

This policy is linked to our:

- Behaviour Management policy
- Equality information and objectives statement
- Anti-bullying policy
- Responding to Parents' Concerns and Complaints Policy