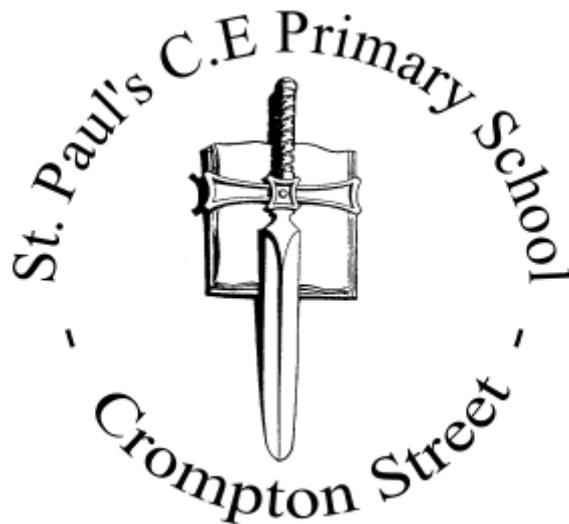


# School Uniform Policy

## St. Paul's C.E. Primary School



<b>Approved by:</b>	Governors	<b>Date:</b> June 2022
<b>Last reviewed on:</b>	28/06/22	
<b>Next review by:</b>	June 2023	

This policy meets the requirements of the single equality duties. At St. Paul's, we will make every reasonable adjustment to comply with the duties and actively avoid discrimination.

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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 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 P.E. tops
- 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 and bags
- 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 groups
- Avoiding different uniform requirements for extra-curricular activities
- Providing kits for inter-school competitions
- 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**

We expect all of our pupils to wear a school uniform. As a result, we get many compliments about how smart our pupils look. However, we are committed to ensuring it is as affordable as possible. All of our uniform can be purchased via our school website (paid for, using Parent Pay), our school's office or from a high street retailer. It consists of a:

- Red sweatshirt, fleece, or cardigan - these may have the school logo on or can be plain red.
- White polo t- shirt
- Grey skirt or pinafore
- Grey school trousers – long or short
- White, grey or red socks or tights
- Sensible black shoes (NO TRAINERS ALLOWED)
- Red and white checked 'gingham' dresses

**\*PLEASE CLEARLY MARK ALL ITEMS OF CLOTHING WITH YOUR CHILD'S NAME. IT IS IMPOSSIBLE TO TRACE LOST ITEMS THAT ARE NOT LABELLED.**

## **PHYSICAL EDUCATION (P.E.)**

Black shorts, school P.E. t-shirt or plain red t-shirt and black pumps are required for all pupils, for indoor P.E. These should be kept in school in a P.E. bag. For OUTDOOR games only, black jogging bottoms and trainers can be worn.

## **SWIMMING LESSONS**

In Year 4, pupils are allocated a block of swimming lessons. Pupils will need a swimming costume or swimming trunks. These do not have to be a specific colour. Please note that the swimming baths do not allow pupils to wear loose style swimming shorts. All pupils are required to wear a swimming hat. Pupils are allowed to request changes to swimwear for religious reasons.

## **JEWELLERY**

Jewellery is not to be worn at school, as it is a potential hazard. If parents/carers wish, a small watch may be worn but must be removed during P.E. and swimming.

## **HAIR STYLES**

Pupils with long hair must have it tied up neatly in a bobble. Long, flowing hair is not practical at school, as it can distract from learning. It also aids outbreaks of head lice to spread. Long hair that is neatly tied and clipped up looks much smarter and is much safer. This is important for P.E. lessons in particular. Any pupils who arrive in school with long, loose hair will be given a bobble and will be asked to tie their hair up. Thank you for your co-operation with this. NB: Extreme hairstyles, such as patterns shaved into the hair or Mohican type styles are not acceptable or permitted at St. Paul's.

## **SHOES**

All pupils are expected to wear black school shoes, at all times of the year. Trainers, heels, winter boots and summer sandals are not permitted. Any child who arrives at school in the incorrect footwear will be asked to wear P.E. pumps.

## **COATS**

Pupils will need a waterproof coat. Expensive, branded coats are not appropriate. Coats can occasionally be damaged during outdoor activities and at break times.

## **BAGS**

All pupils from nursery upwards will need a small bag for bringing books and letters to and from school. Sturdy, red reading folders can be purchased through our school's website or school office.

All pupils will need a red P.E. bag. Although we sell red, drawstring bags cheaply in school, parents may wish to purchase them separately.

Pupils participating in after-school clubs, e.g. football, will be given instructions from the club leader regarding appropriate kit and storage.

## **PRE-LOVED UNIFORM**

By the end of the school year, we have often accumulated a selection of lost or unused uniform that pupils have grown out of and is donated by parents. An annual pre-loved uniform

'drop and share' will be held in school at the end of the summer term and parents are encouraged to support this and recycle as many items as they can.

## **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 P.E. 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, Ms R. Knipe, on 0161 790 7468, 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 Headteacher. 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. The school pastoral support worker, Mrs L. Blears, can be contacted in strictest confidence, for advice and support with any such issues.

### **5.4 Governors**

A governor sub-committee will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers 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 annually by the Headteacher. At every review, it will be approved by the governing board.

## **7. Links to other policies**

This policy is linked to our:

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