



Barnham CEVC Primary School

SCHOOL UNIFORM POLICY

Approved by: Full Governing Body

Last reviewed on: 21st November 2022

Next review due by:

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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 Head teacher or SENCO, 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:

- › Allowing both grey and black trousers/skirts/dresses/shorts or skorts to be worn, so that parents have more choice
- › Allowing any jumper or cardigan to be worn, from any shop, that matches the school colour – red.
- › Continuing to have a uniform colour that is easy to find in shops (red)
- › Always offering alternatives to any items with distinctive characteristics
- › Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Supplying our own kit for interschool competitions, so that parents do not incur any costs
- › 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

- › Red sweatshirt, jumper or cardigan
- › Black or grey trousers, skirt, dress, shorts or skorts (no jeans, leggings, joggers or jeggings)
- › White shirt/blouse or polo shirt
- › Black shoes, trainers or boots, which are black all over with sensible heels and no obvious branding
- › White, black and grey socks or tights
- › Red and white check summer dresses
- › White t shirt, black shorts and black plimsolls or trainers **indoor PE Kit**
- › Black Joggers and black hoody / sports top – outdoor PE Kit
- › Jewellery is not allowed e.g. rings, bracelets and necklaces should not be worn, unless there is an exemption for religious or cultural reasons. If this is the case, this should be discussed with the Headteacher.
- › One pair of small studs may be worn as earrings. During PE lessons, earrings must be removed or taped over. Parents should provide tape for their child, if they are unable to remove their earrings themselves.
- › All uniform should be labelled so that it can be returned to its owner, if lost.

4.2 Where to purchase it

- › Parents and carers can buy any items of uniform from high-street retailers such as Tesco, Sainsbury's, ASDA and Marks and Spencer in other towns.
- › We have logo sweatshirts / cardigans available to purchase from school

- › Uniform can also be bought in online shops.
- › Uniform that is branded with the school logo can be purchased from <https://www.brigade.uk.com/parents/school/BA8274PD/>– this is optional for parents
- › Second-hand uniform can be bought from the school for a small donation by visiting our half termly second hand uniform sale. Second-hand uniform for this shop is checked that it is of a good quality and is always washed.

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 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 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.

Ongoing breaches of our uniform policy will be dealt with by the Behaviour Policy (available on our school website).

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. Child with Special Educational Needs or Disabilities (SEND)

Reasonable adjustments may be made to the application of the uniform policy for children with SEND, where relevant. Where this is the case, parents should contact the SENCO or Headteacher to request an adjustment.

7. Monitoring arrangements

This policy will be reviewed annually. At every review, it will be approved by the Full Governing Body.

8. Links to other policies

This policy is linked to our:

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