

Hollydale Primary School



Uniform Policy

Respect

Responsibility

Relationships

Resilience

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 Kim Edwards, School Business Manager, 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 items that have to have a school logo) 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:

- ✓ With branded items (those containing the school logo) is available at a reasonable cost and that this is reviewed annually with our preferred supplier.
- ✓ 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, keeping this to sweatshirts, cardigans, bags, hats, cap and tie. Ties only being required to be worn in upper KS2. Hats/caps are optional. There are no specific requirements for outerwear (e.g. coats).
- ✓ Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties, bags, hats & caps.
- ✓ Considering cheaper alternatives to school-branded items, such as allowing some items to be purchased from high street stockists/supermarkets such as polo shirts, shirts, skirts, dresses/pinafores, trousers, PE clothing, keeping them to standard colours which are more readily available.
- ✓ Avoiding specific requirements for items pupils could wear on non-school days.
- ✓ 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 extra-curricular activities.
- ✓ Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels or seeking sponsorship for team kits where possible.
- ✓ Making sure that arrangements are in place for parents to acquire second-hand uniform items.
- ✓ Avoiding frequent changes to uniform specification, 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 concerns or complaints raised about the policy

4. Expectations for school uniform

4.1 Our school's uniform

Shirts: Plain, white, cotton long/short sleeved shirt with collar

Jumper: Green school Sweatshirt or Cardigan with optional school badge

Trousers: Grey trousers

Shorts: Grey, ideally for summer wear only.

Skirt/Pinafore: Grey, plain and knee length.

Dresses: Green / Red check or stripe for summer wear only.

Headscarf (if worn): Plain black/white with no elaborate clips or embellishments.

- Shoes:** Must be mainly black, flat shoes or completely black trainers with black laces or velcro. Please note: no boots with heels, sling backs or sandals are allowed due to health and safety for moving around our school buildings and grounds.
- Socks:** Plain black or plain white ankle or knee length.
- Tights:** Grey or black Plain leggings can be worn under skirts (leggings not to be worn on their own).
- School Bag:** All children - This is to ensure that the school reading journal and homework is kept neat and presentable.
- Hair:** Shoulder length, longer hair or braids must be tied up with black tidies, elastics or scrunchies. No distinctive markings or logos should be etched in to short/shaved hairstyles.
- Nails:** Should be kept clean and short enough to enable pupils to participate safely in practical activities. No coloured nail varnish, stick on nails, extensions or gels are allowed.
- Jewellery:** This is restricted to wrist watches if a child is able to tell the time. One small earring, sleeper or stud in each ear only, no dangling earrings or earrings of high value should be worn. Smartwatches are not allowed in school.
- PE Kit:** We ask that ALL children wear appropriate clothing for PE. This will be **black tracksuit bottoms** or **shorts** and **plain white T-shirts**. Please do not allow your child to wear branded items or items that bear logos or otherdistinguishing embellishments such as sequins, slogans or pictures.
- Swimming:** For those children who will have swimming as part of their curriculum should be provided with swim shorts, a one-piece swimming costume or swimsuit (covering the torso, shoulders and thighs), a towel for drying and a swim cap. Goggles may be worn if desired. Bikini's, briefs or trunks **are not allowed**.

Families will be asked to donate unused uniform in good condition to the school which will be made available at events for families to purchase for a nominal fee. Requests for pre-loved uniform should be directed to the school office outside of these times to see what may be available.

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). Hi-Viz vests will be provided where necessary on these occasions.
- On school photo days.

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 and in good condition
- Clearly labelled with the child's name

Parents are encouraged to contact Kim Edwards in the school office, if they want to discuss 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 in the first instance and if unable to be resolved, will be
- Dealt with in accordance with our school's complaints policy should this become necessary.

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 Headteacher with appropriate reference to our school's behaviour policy.

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 Body 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.

Governors 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 by the Senior Leadership team from time to time and at every review it will be approved by Governors. It is expected that this will be every two years at Governing Body meetings held in the summer term where possible.

7. Links to other policies

This policy is linked to our:

- ✓ Behaviour policy
- ✓ Anti-bullying policy.
- ✓ Complaints policy.