

# West Haddon Endowed School

Policy Document

## SCHOOL UNIFORM POLICY

‘Where Happiness Promotes Success’

## OUR SCHOOL VISION

To ensure every child leaves our school with an outstanding education and the values and character to live life in its fullness, contributing positively to society.

Jesus said: I have come in order that you might have life-and life in all its fullness. John 10:10

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<b>Page 1 of 5</b>		<b>Next review due:</b>	September 2028

## Statement of Intent

West Haddon C of E Primary School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of the school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

### 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 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 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 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 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, by only asking that the jumper or cardigan features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as book bags
- 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 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

All students attending West Haddon C of E Primary School are expected to wear:

- A bottle green sweatshirt or cardigan (this item is available with a school logo on, but the branded option is not mandatory)
- White polo neck t shirt/blouse/shirt (this item is available with a school logo on, but the branded option is not mandatory)
- Black/dark grey trousers/shorts/skirt/pinafore
- Grey, black or white tights/socks
- Black school shoes (trainers are not permitted)
- A green - coloured book bag (this item is available with a school logo on, but the branded option is not mandatory)
- Water bottle
- In the warmer months there is also the option to wear black/dark grey smart shorts or a green/white gingham summer dress. These items are not branded.

### P.E Kit

All students at West Haddon C of E Primary School are expected to wear the following items when participating in P.E:

- Team coloured T-shirt with the school logo on
- Plain black shorts/leggings/jogging bottoms
- Fleece/zipper
- Trainers

**For swimming:**

- Swimming costume
- Swimming shorts/trunks
- Towel
- Swimming cap

**4.2 Where to purchase it**

All uniform items required for pupils at West Haddon C of E Primary School can be purchased from high street retailers. If parents and carers wish to purchase any of the branded items available they can be found online at Tailor Made Daventry.

We also have second hand uniform onsite which parents/carers can have by speaking to the school office. The PTA also runs frequent second hand uniform stalls whereby parents/carers can acquire uniform in exchange for a small donation.

**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/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 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 a member of our senior leadership team.

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/carers 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 every three years.

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

This policy is linked to our:

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