



Hollinswood Primary School & Nursery

School Uniform Policy

June 2023

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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 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 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 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
- 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 leveler and is available from 'high street' retailers
- Avoiding different uniform requirements for extra-curricular activities
- 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

We encourage all children to wear a school uniform - we like to see children looking smart and ready to learn in appropriate school clothes.

Our school uniform consists of:

- ✓ Grey or black trousers/skirts/pinafore dresses
- ✓ Forest green school sweatshirt/cardigans/jumpers (**Logo Optional**)
- ✓ White/forest green polo shirts/blouses/shirts (**Logo Optional**)

- ✓ Grey/white/black socks
- ✓ Black shoes

X Trainers/boots/high heels/pumps are not allowed.

Summer Wear

- ✓ Grey shorts/trousers
- ✓ White short sleeved shirts or white/Forest Green polo shirts **(Logo Optional)**
- ✓ Green and white check/gingham dresses
- ✓ Grey/white/black socks

X Sandals are not suitable footwear for playtimes, school shoes must be worn.

Hair and jewellery

- ✓ Long hair should be tied back with appropriate discrete school-coloured hair accessories

X Jewellery must not be worn to school. It is often lost, damaged and can be dangerous. For safety reasons ear-rings, other than studs should not be worn. All studs must be removed for P.E. sessions or covered with tape. Nail varnish is also not allowed. Exceptions can only be made for medical or religious reasons.

P.E. Kit

- ✓ Children can come to school in their PE kit on the days they have physical education lessons. The children must wear black or navy shorts and t-shirts or black or navy jogging bottoms for the winter. Children must also wear a school jumper on the days they have PE. P.E. T-shirts are available in a range of colours and sizes for purchase from the school through Parentpay accounts. These are currently on sale to parents for £2.00 per T-shirt.

4.2 Where to Purchase our Uniform

Parents and carers can obtain uniform from Baker and Sons Schoolwear:

<http://www.bakerandsonschoolwear.co.uk>

or non-logo items can be bought more widely, e.g. from 'high-street' retailers.

We welcome donations of clean pre-loved uniform items such as sweatshirts, cardigans, shirts, underwear/socks, PE items, coats and shoes. These are available to parents at no cost if we have them. Please request any items through the school offices.

Details of any local uniform exchange schemes running, will be shared with parents as and when we get those details.

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 child's 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 clearly labelled with the children's name. 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 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.

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

The 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 every two years by the Headteacher At every review, it will be approved by the Full Governing Body.

7. Links to other policies

This policy is linked to our:

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

