



Uniform Policy

Document Control

This policy has been ratified and signed by the Headteacher/Chair of Governors

	Date	By Whom?	Summary of any changes made	Date implemented	Date ratified
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1. Introduction

This is the Uniform Policy for Willington Primary School.

This policy is published on the school's website and is available in hard copy on request from the school office.

2. Aims

This Policy is consistent with the Equal Opportunities Policy and applies to all pupils irrespective of their sex, gender reassignment, race, disability, sexual orientation, religion or belief or special educational needs.

Our policy on uniform is designed to:

- Promote the ethos of the school.
- Provide a sense of belonging and identity.
- Reflect the pride we take in our school.
- Ensure that we do not place a financial burden on our families.

3. 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 their sex, gender reassignment, race, disability, sexual orientation, religion or belief or special educational needs.

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.

4. Cost Considerations

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. For example, by only asking that children wear a sweatshirt/cardigan that features the school logo.
- 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.
- 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.

5. Uniform Requirements

In order to maintain a strong sense of identity and belonging within our school, correct uniform should be worn at all times during the day. It is expected that pupils arrive in PE kit on the days when PE is on the timetable. Uniform should be worn for educational visits unless the headteacher determines that pupils wear alternative clothing e.g a residential/outdoor visit. All items of uniform should be clearly marked with the pupil's name.

Pupils are expected to wear their uniform correctly, responsibly and with pride. Staff will praise pupils verbally for their presentation where appropriate. If a child is not wearing the correct uniform, school staff should ask why. Pupils will be supported to wear uniform from school spares and reminded to wear the appropriate school uniform the next day. Staff will try to understand the child's individual circumstances and apply the policy appropriately. If a child is choosing not to wear appropriate uniform, parents will be informed and an appropriate sanction may be applied in line with the school behaviour policy.

The school will consider reasonable requests to alter the school uniform, for example transgender pupils, genuine religious requirements and reasonable adjustment for disabled children. Where there is uncertainty as to whether an item may be worn under this section, the issue must be referred by the pupil's parents to the Headteacher.

Our general uniform consists of:

- Royal Blue sweatshirt or cardigan (logoed)
- Dark grey trousers/skirt/pinafore/shorts
- White polo t-shirt (plain or logoed)
- Blue checked dress
- White/Grey/black socks or tights
- Black flat sensible safe shoes – no trainers and no heels
- School Book Bag (EYFS and Key Stage 1)
- School bag – sensible size for the children to carry water, reading book, school library book, reading record.
- A cap or sensible summer hat may be worn in the summer months on the playground.

PE Kit

- Royal Blue Sweatshirt (School Logo or Plain) or Royal Blue Hoodie (School Logo or Plain)
- Plain black joggers/leggings/shorts – no branded items
- White t-shirt
- Suitable sports trainers
- Swimming costume/trunks, towel for those pupils attending swimming lessons.

Symbols of faith

Certain items of headwear, such as the turban or headscarf and certain items of jewellery, such as the Kara bangle, may be worn by pupils when doing so is genuinely based on manifesting religious or racial beliefs or identity.

Valuables

The school cannot take responsibility for damage, loss or theft of any of these items. All personal items including uniform should be clearly labelled.

Jewellery

If a pupil has pierced ears, plain studs should only be worn in order to comply with health and safety regulations and must be taped over on PE days. Watches may be worn to school – except on PE days.

Hair

If long enough (shoulder length), hair must be tied back every day. Hair dye/colouring is not permitted unless on a dress up day such as World Book Day dress up. Hair should not have shaved lines and styles cut into the hair. Hair accessories should be kept to a minimum.

Pupils are not permitted to wear:

- Jewellery except for one small stud earring in each pierced ear
- Over sized hair accessories
- Make-up
- False eyelashes
- False nails/Nail Varnish
- Caps, jeans
- Oversized head bands – including 'cat ears' and large bows.

Where to purchase uniform

Uniform which displays the current school logo is available online from: www.uniform-direct.com and www.pupilschoolwear.co.uk

General school uniform and PE kits for Willington Primary School may be purchased from 'high-street' retailers and/or larger supermarkets that sell clothing. If parents/carers are unsure of whereabouts then they are welcome to contact the main reception to ask for support.

Second-hand uniform

Throughout the year, we will kindly ask that any surplus uniform that is in good condition is donated to school. The school will then hold two second-hand uniform events each academic year (in February and July). All donated uniform will be of no charge to parents, but should they wish to, they can make a small monetary donation to Willington Friends. This will help improve trips and experiences for all children in school. The date of these events will be communicated with parents in good time. School may provide second hand uniform to children for toileting or other accidents (e.g. injury) or if weather conditions determine e.g. children are cold and require a jumper.

6. Responsibilities

6.1 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:

- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

6.2 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
- On school trips
- When representing the school

6.3 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. 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.

6.4 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.

From time to time governors may change the uniform. Parents will be notified of changes and a period of 2 years will be given to allow time for items to be naturally outgrown or worn out without incurring additional expense or unnecessary replacement.

7. Monitoring arrangements

This policy will be reviewed every two years, or sooner if required. At every review, it will be approved by the full governing board.

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equal Opportunities Policy
- Anti-bullying policy
- Complaints policy
- PE policy