

Grange Primary School



School Uniform Policy

September 2023

Belong Believe Achieve

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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 Kim Edwards, School Business Manager, 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, 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 and/or long-lasting items, such as ties
- 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 different year/class/house groups
- 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 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

Shirts: Plain, white, cotton long/short sleeved shirt with collar for Year 5 and 6 with

tie, and white polo shirt for all other year groups.

Jumper: Grey school V-neck Sweatshirt or Cardigan with the school badge (available

to purchase from MAPAC)

Trousers: Black trousers for pupils in Y2 to Y6 – tracksuit bottoms will be allowed for pupils

from Nursery up to Year 1 only.

Shorts: Black, ideally for summer wear only.

Skirt/Pinafore: Black, plain and knee length.

Dresses: blue and white checked or stripe for summer wear only.

Headscarf (if worn): Plain black 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: Reception, 1, 2 will need a school infant backpack/book bag. This is to ensure that the school reading journal and homework is kept neat and

presentable. Children in Years 3, 4, 5 and 6 can purchase a junior school back pack with

mesh water bottle pocket. No handbags will be allowed. (Bags are available to purchase from MAPAC)

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 (not leggings) and plain white T-shirts. Please do not allow your child to wear branded items or items that bear logos or other distinguishing 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.

4.2 Where to purchase it

Branded items are available on-line from our supplier MAPAC, details of how to purchase

uniform will be issued to families annually in July and there is a link on our website.

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 run by the school's

PTA. 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)

Pupils are also expected to contact Kim Edwards 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 Kim Edwards 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 Kim Edwards.

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