

School Uniform Policy 2023

Approved by:	Approved by Longwill Governing Body
Date:	June 2023
Next review date:	36 months from last approval

Signed

(Chair of Governors)

Date.....

Signed

(Head Teacher)

Date.....

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United Nations Convention on the Rights of the Child:

- Article 2: No child should suffer discrimination or be treated unfairly for any reason
- Article 3: The best interests of the child must be the top priority in all things that affects children
- Article 27: Every child has the right to clothing so they can develop in the best possible way. Governments should help families who cannot afford to provide this

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

Our policy is that all pupils wear school uniform when attending school, representing the school, or participating in a school-organised event outside school. The aim is that pupils will develop and feel a sense of community and belonging through the wearing of the school uniform. However, we do have a relaxed approach to uniforms as we understand the differing needs of our pupils

2. Our school's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on 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
 - 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
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- Allow for 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

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 items with distinctive characteristics to low-cost or long-lasting items
- 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
- 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

GIRLS	BOYS
<ul style="list-style-type: none"> • Dark Grey Skirt or dress • Navy Blue Jumper/ Cardigan with logo • Gold Polo Shirt • Black Shoes • Socks 	<ul style="list-style-type: none"> • Grey Trousers • Navy Blue Jumper with logo • Gold Polo Shirt with logo • Black Shoes • Socks

Pupils are also encouraged to bring:
a bag (e.g., backpack, satchel, etc.) and a coat of their own choice

PE and Swimming Kit

PE kit should consist of:	Swimming kit should consist of:
Navy Blue PE Shorts Gold T Shirt Top Black Pumps White PE Socks	Swim shorts (for boys) and swimming costume (for girls) Towel
Goggles if needed	
Both brought to school in a bag of the pupils' own choice	

Outdoor Learning Kit

Pupils can wear their outdoor learning clothes instead of school uniform on the day they are due to participate in outdoor learning. Outdoor learning kit should consist of:
Old, comfortable clothing suitable for the weather conditions Warm, waterproof coat Sturdy footwear, e.g., walking boots/shoes Wellington boots Seasonal items, such as a woolly hat/scarf/gloves for Winter or sun hat for Summer, are optional but advised

4.2 Where to purchase it

- Uniform can be ordered direct from Kids Essentials, 762 Bristol Road, Northfield. They can be contacted on: 0121 477 0736 or via their website www.kids-essentials.co.uk.
- Information about second-hand uniform:
 - School arranges a second-hand uniform sale termly during parent consultations

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

- On trips that are organised by the school, or where they are representing the school (if required)

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 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 does not improve.

Ongoing breaches of our uniform policy will be dealt with by the class teacher in the first instance and then the headteacher if required. All concerns about school uniform will be dealt with in a sensitive and supportive manner and the headteacher and staff positively encourage any parent to talk with the school about any issues relating to the provision of school uniform

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, supportive and considerate approach to resolve 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
- Also, the board will make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed every three years by the headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Public Sector Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- United Nations Convention on the Rights of the Child