



# School uniform policy

This policy has been produced following consultation with all stakeholders in Summer 2022. It is regularly updated. Hard copies of this policy will be available on request via the school office.

**JULY  
2023**

# Godfrey Ermen Memorial Primary School

## School Uniform Policy

<b>Date approved:</b>	<b>14<sup>th</sup> June 2022</b>
<b>Review cycle</b>	<b>2 years</b>
<b>Next Review due:</b>	<b>On or before 13<sup>th</sup> June 2024</b>

**Reviewed by:** Ms J Kinch **Date:** June, 2022

**Approved By:** Full Governing Board

**Last reviewed on:** 1<sup>st</sup> July, 2023

**Amendments** **July 2023** – logo updated; expectations of uniform updated; PE kit expectations updated

**Next review due by:** 13<sup>th</sup> June, 2024

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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 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 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
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Ms J Kinch, Headteacher, or Mrs G Stanger, Deputy Headteacher, who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of school uniform

In this section we have taken into account factors such as:

- The socio-economic status of our school community
- Pupil demographics
- Uniform of neighbouring schools or partnership
- Views of your school community

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
  - Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
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- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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

Our full school uniform expectation is:

- Burgundy Jumper or cardigan – *logo is optional*
- Yellow Polo Shirt – *logo is optional*
- Black or grey trousers, skirts, dresses or shorts (no cycling shorts or leggings)
- **ALL BLACK** shoes or trainers - *no logos or other colours*
- Yellow/burgundy Summer dresses or culotte style dresses with a burgundy jumper/cardigan in warmer weather

Some children choose to wear shorts or leggings under their skirt or dress for modesty. These should be plain black or white, if worn under a summer dress.

Headscarves worn for religious reasons should be plain and burgundy, grey, white or black in colour.

Hair styles should be neat and tidy and promote our high standards of dress. Long hair should be off the face in all lessons (tied back) and fully tied back for PE. There should be no extremes of style or colour and no shaved lines or patterns. Hair accessories should be discreet and model the school colours.

Our PE Kit expectation is as the children will **come to school in their uniform on PE days and get changed in school:**

- **ALL BLACK** Tracksuit bottoms or black shorts (in warmer weather); burgundy sports shorts may also be worn (no cycling shorts)
- Yellow or white polo shirt – *logo is optional*
- Burgundy/black jumper – *logo is optional*
- Dark coloured trainers or pumps (no brightly coloured or heavily patterned trainers)
- Stud earrings will need to be removed before school or they will be covered with tape

Our swimming kit expectation is which is brought in to school in a separate kit bag:

- Swimming costume (one-piece) or swimming trunks (no long shorts)

- Towel
- Swimming hat
- No jewellery can be worn – earrings must be removed on the morning of the swimming lesson

Children will come to school in school uniform on their PE days and get changed in school. They may leave their kits in school for the half term.

A small amount of jewellery may be worn in line with cultural expectations. Earrings should be small and, preferably, studs. Children may also wear a watch. Parents/carers may wish to speak with Ms Kinch or Mrs Stanger should they need to seek clarification on this.

There is no specific colour for school coats but these should be practical for the weather and a range of school activities.

There is no expectation on school bags although a burgundy over the shoulder reading bag can be purchased from the uniform supplier with a logo. School will provide a plastic reading book bag for children who do not have a school reading bag.

For children attending any extra-curricular activities such as school trips or Forest School, a letter explaining appropriate clothing will be sent out to confirm what is needed.

## 4.2 Where to purchase it

All items of school uniform can be purchased in high street retailers and local supermarkets such as Asda and Morrisons, although it can also be purchased with a logo from online retailer, MyClothing.

Pre-loved uniform is available from the main entrance and is regularly replenished with donated items from our families. Parents/carers are invited to use this facility if they require additional items of uniform.

School may also be able to direct families to additional support such as Wood Street Mission. Please see Ms Williams regarding this.

## 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 Ms J Kinch or Mrs Stanger (via the school council) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

There is an expectation that children look smart at all times; including the tucking in of t-shirts unless otherwise stated by the headteacher.

### 5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit (on the correct day), and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact Ms J Kinch or Mrs G Stanger 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 Ms J Kinch or Mrs G Stanger in line with the school behaviour policy.

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 every 2 years by Ms J Kinch, Headteacher, and Mrs G Stanger, Deputy Headteacher. At every review, it will be approved by the full governing board in the Summer Term prior to the next academic year.

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

This policy is linked to our:

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