Swineshead St Mary's Church of England Primary School



School Uniform Policy

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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, disability, 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 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 gender
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow pupils with sensory or physical needs to make adaptations to their uniform depending on their specific needs
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with us by telephoning the school office 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 and/or long-lasting items, such as jumpers
- Allowing cheaper alternatives to school-branded items, such as plain school jumpers of the same colour but without the school logo
- 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 groups
- 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

- Grey or black fitted trousers, skirt or pinafore dress
- White or pale blue polo shirt
- Navy blue cardigan or jumper with or without the school logo
- Blue checked dress in the Summer
- Grey or black, fitted school shorts (not sports shorts or cycling shorts)

Footwear

Children are required to wear flat, plain, sensible black shoes.
For health and safety reasons, we do not allow pupils to wear shoes with platform soles, Heelys or high heels. All footwear should be closed in with no toes visible. Sandals, crocs and flip-flops are not permitted.

Our school's PE Kit

- Black or navy shorts and a plain, white t-shirt for indoor PE
- Plain dark coloured tracksuit top/sweatshirt/hoodie for outdoor PE
- Plain dark coloured jogging bottoms for outdoor PE
- Trainers or Plimsols (Trainers are preferable)

Jewellery, Make-Up and Nail Varnish

For health and safety reasons, we do not allow children to wear jewellery. The exception to this rule are small objects of religious significance or stud earrings.
Children with pierced ears may only wear one small plain smooth round stud in each ear. Children should not wear studs in their noses, tongues or lips etc. Children are required to remove any items during PE lessons to prevent them from causing injury. Your child's class teacher will advise you when PE lessons are to take place. Please note that teachers are not permitted to remove earrings or look after them. Plasters over ears may not be worn as they do not protect the ears from damage if an earring is contained within them.

Children may wear a watch to school, but this must not be a smart watch which has the ability to take photographs.

An appropriate hairstyle is expected to be worn by all pupils. One which is neat, tidy and not out of the ordinary.

Make up, false nails and nail varnish should not be worn to school unless for an out of school hours function, for example a school disco, but this must be removed before school the next day.

4.2 Where to purchase it

- School uniform can be bought at many high street stores as well as supermarkets.
- Branded items with the 'Swineshead St Mary's' logo can be purchased from Downtown store in Boston and from Nationwide School Uniform
- School may be able to access charity funding to help those families who are struggling to purchase school uniform. Parents should speak to Mrs Horton or contact the school office if they require support.

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)

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 expected to contact Mrs Horton 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.

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. Links to other policies

This policy is linked to our:

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