



School Uniform Policy

Approved by LGB	October 2022
Last reviewed	September 2023
Next review due by:	September 2024

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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 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 the Head of School who can answer questions about the policy and respond to any requests

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 must 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. Our school does have named logo items which can be purchased but it is not necessary.
- Limiting any items with distinctive characteristics where possible, i.e. school sweatshirt / jumper for example, which features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items
Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, if 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 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

Expectations for school uniform

Our school uniforms

Please see Appendix A for details of The Elms Primary School uniform

Appendix B for details of Folly View Primary School uniform

Where to purchase it

The Elms have uniforms that can be purchased from 'high-street' retailers. Branded logo items can be purchased from PMG Schoolwear (www.pmg-schoolwear.co.uk)

Second-hand uniform is available and is organised by The Parents of The Elms Association. Details can be obtained from the school office.

Expectations for our school community

Pupils

Pupils are expected to always wear the correct uniform (other than specified non-school uniform days) while:

- On the school premises
- 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 the Head of School if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Head of School 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.

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 the Head of School in accordance with our school's relationships and 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.

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
- Considers 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.

Monitoring arrangements

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

Links to other policies

This policy is linked to our:

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

Appendix A – The Elms Primary School Uniform

Wearing a uniform helps children feel part of our school community. It demonstrates a sense of pride, belonging and a respect for the school and the Faringdon Learning Trust. This can only be achieved if the below is adhered to.

Thank you for your support

School Uniform

- Grey or black skirt (knee or below) or Grey pinafore dress or Grey or black trousers or Blue and white checked gingham dress or Grey or black culottes (knee or below)
- Navy sweatshirt or Navy Blue jumper / cardigan (Plain or School logo) White / Pale Blue shirt or polo shirt (School logo / plain)
- Black shoes, trainers or boots for indoor use.
- Suitable black boots
- Suitable sandals can be worn in the summer.
- Heels and 'slip on' ballet style shoes and are not permitted.
- Shoes should always be secure and have a strap across the foot to offer support.
- Plain grey, black, navy or white socks / tights



Physical Education

- PE kit must only be worn on PE days
- A plain black, grey or navy or school logoed jumper/hoodie
- White T-shirt
- Black or navy shorts (cycling shorts acceptable), jogging bottoms or black leggings
- Plimsolls/trainers
- Long hair must be tied back
- Earrings removed or covered by plasters



Jewellery

- Silver or Gold single ear-studs in the lobe only
- Make-up and nail varnish are not permitted at school.

Hair cut/ style

- Hair should be of natural colour - dyes and highlights are not permitted
- Style and cut should be appropriate for school - shaved patterns and Mohicans are not permitted

Water Bottle

- A named water bottle must be brought into school each day Please ensure all items are clearly named.

On new school uniform days, children must wear sensible clothing and footwear.

Updated April 2024