

# Highfield Community Primary School



## Uniform Policy

## **Statement of intent**

Highfield Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

## **Legal framework**

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Relationship Policy
- Equality information and objectives statement
- Anti-bullying policy

## **Roles and responsibilities**

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socioeconomic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

## **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 such items limits parents' ability to 'shop around' for a low price.

We will make sure that 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
- Considering cheaper alternatives to school-branded items
- 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 classes
- Avoiding different uniform requirements for extra-curricular activities
- Making sure 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 changes to uniform policy and carefully considering any complaints about the policy.

### **Equality principles**

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

## **Gender**

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the '[School uniform](#)' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

## **Religion and belief**

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

## **Race**

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on [‘Preventing hair discrimination in schools’](#).

### **SEND and medical conditions**

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school’s values and principles on equality and inclusion.

### **Expectations for school uniform**

<b>Uniform Item</b>	<b>Available from</b>
Grey trousers/ shorts/skirt/ pinafore	Regular retailers
White polo shirt	School uniform shop or regular retailers
Royal Blue jumper/cardigan	School uniform shop or regular retailers
Black school shoes	Regular retailers
Summer: check blue and white dress	Regular retailers
<b>PE (all year round <u>on PE days only</u>)</b>	
House colour PE t-shirt	School uniform shop
Blue shorts	School uniform shop & regular retailers
Royal Blue hoodie	School uniform shop
Black/ blue joggers (plain)	Regular retailers
Trainers	Regular retailers
<b>Forest School (one half-term per year) and mud kitchen in Elm class</b>	
<b>Warm and water-proof clothing suitable for the weather including: A separate coat, gloves, hat, wellies</b>	

Please note: Pumps are recommended for gymnastics lessons. These are not suitable for outdoor use so when Gymnastics is being taught we ask pupils to bring these to school in a bag. Alternatively, pupils can take part in gymnastics in bare feet.

## **Where to purchase**

School uniform (with a school logo) is available from **the school office**. Alternatively, uniform can be purchased from a variety of supermarkets or shops without the logo provided it is in keeping with the school colours.

If you have difficulties in purchasing uniform, please contact school. We have second hand uniform available to families in a range of sizes, on request.

## **Labelling**

**Please label all clothing and footwear.** It is vital that all removable items are named, i.e. cardigans, sweatshirts, t-shirts, trousers and pumps. Please use either name tapes or the special washable pens (NOT biro as this washes out).

## **Jewellery, make-up and nail varnish**

For many reasons, including safety, we do not allow children to wear jewellery and we kindly ask that parents do not have children's ears pierced during term time. We **do not** allow earring studs in pierced ears. The health and safety advice from the PE association is that children should not wear earrings for any PE for safety reasons, as they can pierce through tape or plasters and cause injury.

We do appreciate that when children have just had their ears pierced the earrings are unable to be removed for a number of weeks. During this time, parents are able to apply tape securely in the morning before children arrive at school, so they can take part in the PE lesson. After this time, earrings should be removed before school.

The wearing of jewellery such as rings, bracelets, necklaces etc is not allowed. Pupils may wear a watch but are responsible for its safe keeping.

Make up and nail varnish should not be worn to school.

## **Hair**

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

- brightly-coloured, dyed hair.
- headwear with bold patterns or colours.
- Mohican style hair cuts
- styles where the sides are much shorter than the top.
- excessive hair accessories.

## **Footwear**

For health and safety reasons, we do not allow children to wear shoes with platform soles or high heels. All children are required to wear plain black shoes without logos. If boots are worn, these should also be plain black.

## **Expectations for our school community**

### **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)

### **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.

### **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 headteacher.

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
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing body 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 or sooner if required by the headteacher. At every review, it will be approved by governing body.

## **Links to other policies**

This policy is linked to our:

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