School Uniform Policy

Hillary Primary School

Approved by:	The Governing Body	**Date:**	30th October 2022
Last reviewed on:	New for September 2022		
Next review due by:	September 2023		

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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 school office on 01922 720812, 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 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
- Not requesting any items with distinctive characteristics such as our school logo
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Not allowing branded items to a minimum, so that the school's uniform can act as a social leveler
- 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

Expectations for school uniform

Our school's uniform

For all elements of our uniform expectations, we are happy for pupils to wear generic items instead of the logo ones.

Expectations for uniform

- a white polo shirt or shirt
- maroon sweatshirt, jumper or cardigan
- black or grey trousers or knee length skirt
- during the Summer Term, a maroon and white dress or black or grey shorts

Expectations for pupils who choose to wear Hijab

- only pupils in Years 5 & 6
- grey, black or maroon in colour
- pull on version due to health and safety reasons
- to be removed for P.E.



Expectations for P.E.

Pupils arrive at school in their P.E. clothing, which is:

- a plain white t-shirt
- a plain black or maroon hoodie
- plain black shorts
- plain black jogging bottoms
- appropriate sports footwear (these should be different to their normal school footwear)
- No branded sportwear will be allowed

Expectations for swimming kit

Pupils need to bring the following items in a labelled bag

- a full Lycra swimming costume
- Lycra swim trunks or swim shorts (no knee length or baggy shorts)
- a towel
- a swimming cap

Expectations for Shoes, Bags and Coats

- Pupils should wear plain black shoes, no high heels.
- Pupils can bring bags to school, preferably a school book bag or a small rucksack.

- Pupils are expected to wear a coat which is suitable for the weather. During the colder weather pupils will not be allowed to play outside if they do not have a suitable coat to wear.

Expectations for jewellery

Jewellery is not to be worn in school. The accidental pulling and catching of earrings, facial piercings, rings and necklaces during play can cause severe damage to fingers and ear lobes. Pupils will be asked to remove earrings or tape over studs during P.E if worn to school. Pupils should not wear jewellery on a P.E. day. The school cannot accept responsibility for the loss or damage of items of jewellery and watches.

Expectations for Hairstyles

Pupils can style their hair in the way that is appropriate for school yet makes them feel most comfortable. Long hair must be tied back in school for reasons of health and hygiene.

Where to purchase it

Parents/carers can purchase school uniform with a logo from

- Crested Schoolwear – 7 Victorian Arcade, Walsall, WS1 1RE or online at http://www.crestedschoolwear.co.uk

We are also happy for children to wear plain white t-shirts, maroon jumpers and maroon cardigans, which can be purchased from major supermarkets.

We would like to support families who are struggling to manage by offering help with uniforms. Second hand uniform can be purchased from the Migrant Empowerment Group who have a shop based in Walsall. *Migrant Empowerment Group (MEG) is a registered charity established since July 2013 under Registration Number 1183705. The charity works within the community to support the prevention or relief of poverty among the UK's population.*

The shop address is:

19 Old Square Shopping Centre
Walsall
WS1 1QA
Mobile: 0771 315 6506
Email: info@migrantempowermentgroup.co.uk
Contact Name: Alvine Dongmo-Noumey

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)

Pupils are also expected to contact the head teacher 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 P.E. 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 teacher 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 Assistant headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mrs Wilkes. She will:

1. In the first instance, meet with the pupil and ascertain reasons why the pupil is not wearing uniform and where we can support with uniform.

2. If breaches persist, meet with the parents (phone call) and discuss potential reasons why the family are not complying with the policy. The importance of school uniform and appropriate parts of the school policy will be shared.

3. If there is no improvement and no genuine reason given such as financial hardship, she will have a face-to-face meeting with the parents. 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.

Monitoring Arrangements

This policy will be reviewed annually by the head teacher. At every review, it will be approved by the full governing board.

Links to other policies

This policy is linked to our:

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