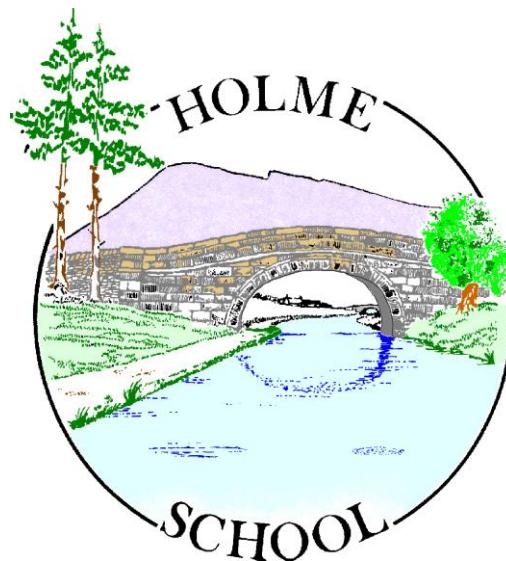


# Holme Community School



## Uniform Policy

<b>Approved by:</b>	Craig Dewar-Willox (Headteacher) Linda Twiss (Chair)	<b>Date:</b>
<b>Last reviewed on:</b>	September 2023	
<b>Next review due by:</b>	September 2027	

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 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 sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

### 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 any items with distinctive characteristics where possible for example, by only asking that the sweatshirt, worn over the poloshirt, features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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 leveller
- Avoiding different uniform requirements for different year/class/house 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

### 4. Expectations for school uniform

#### 4.1 Our school's uniform

Our **main uniform**:

- Grey trousers/shorts/skirts (non-embroidered can be bought online or on the high-street)
- White poloshirt with school logo (non-embroidered can be bought online or on the high-street)
- Dark blue/navy gingham checked dresses in summer are optional
- Navy blue sweatshirt/cardigan with school logo (from <https://holmepls.imagescotland.com>)
- Black shoes, trainer-type shoes are acceptable as long as they are plain black and do not have obtrusive branding/logos (slip-on ballet pumps are not advisable)
- Any outdoor coat

### Our PE Kit:

- HOLME Navy PE performance poloshirt (this can only be purchased from <https://holmeps.imagescotland.com> or our PTA often have second-hand items available at a very reasonable price)
- Navy shorts/skort/tracksuit bottoms/leggings (non-embroidered can be bought online or on the high-street)
- Optional: HOLME Navy PE Hoody (this can only be purchased from <https://holmeps.imagescotland.com> or our PTA often have second-hand items available at a very reasonable price)
- Optional: HOLME Navy Waterproof jacket (this can only be purchased from <https://holmeps.imagescotland.com> or our PTA often have second-hand items available at a very reasonable price)
- Pumps/plimsolls or bare feet for inside
- Trainers for outside

### Other items:

- Any swimwear
- Jewellery must be kept to a minimum
  - a small wristwatch (if a smartwatch, notifications MUST be disabled during school hours)
  - one pair of small stud earrings, which must be removed or covered for PE (parents should provide tape, but school can provide if necessary)
  - no rings, for safety reasons
  - no bracelets or necklaces
- Any school bag (we have a book bag as an option to purchase)

### 4.2 Where to purchase

- Our embroidered uniform items can be purchased from <https://holmeps.imagescotland.com>. Other items are widely available from high-street retailers
- Our PTA sometimes hosts a second-hand uniform sale, further details are available on request

## 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 expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 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 and in good condition
- Clearly labelled with the child's name

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.

### **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 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.

### **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 4 years by the Headteacher. At every review, it will be approved by the full Governing Body.

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

This policy is linked to our:

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