



Park Road Community Primary School

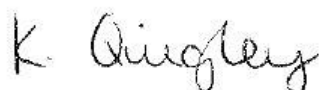
School Uniform Policy

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Review Date and Summary of Changes

Date of review	Summary of changes
March 2024	New policy

Signed by:



Headteacher

Date:

30/4/2024



Chair of Governors

Date:

30/4/2024

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Statement of Intent

Park Road CP Schools believes that a consistent school uniform policy is vital for:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

For the purposes of this policy, “uniform” includes the following elements of pupils’ appearance:

- clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform
- hairstyles and headwear
- jewellery and other accessories
- cosmetics such as makeup and nail polish

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, is affordable, and provides the best value for money for both 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 a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- engage with parents and pupils
- consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010
- consider how comfortable the uniform will be for pupils
- take a sensible approach to allow for exceptions to be made, e.g. during adverse weather
- ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable
- ensure the policy is easy to access and understand

1. Legal framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following trust/school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

2. 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, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic 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 in this policy how best value for money has been achieved
- 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 rules 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

- providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt

Staff are responsible for:

- ensuring that pupils dress in accordance with this policy at all times
- ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity

Parents are responsible for:

- providing their children with the correct school uniform as detailed in this policy
- informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why
- ensuring that their child's uniform is clean, presentable and the correct size

Pupils are responsible for:

- wearing the correct uniform at all times, unless the headteacher has granted an exemption
- looking after their uniform as appropriate
- understanding and respecting why a school uniform is important to the school, e.g. school identity and community

3. Cost Principles

The school will develop its uniform policy in relation to the following starting principles:

- the school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school
- the school will seek to keep the use of branded items to a minimum
- the school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment
- the school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- economically disadvantaged parents

- parents with multiple children who are, or will be in the future, pupils at the school
- parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently
- parents of pupils with protected characteristics that may impact their ability to access the uniform.
- Looked After Child (LAC) and Post Looked After Child (PLAC)

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. School does not have any item of compulsory branded clothing.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

4. 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.

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.

5. Complaints and Challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

6. School Uniform Supplier

There are several places where uniforms and bookbags can be purchased with the school logo, it is not compulsory to have the logo on any item and full details of suppliers can be found on our website <https://www.parkroadprimary.co.uk/parents/school-uniform>:

Touchline Embroidery (www.touchline-embroidery.com) and Myclothing (www.myclothing.com)

If in stock, water bottles and bookbags can be purchased through school.

For help with purchasing school uniform, please visit Warrington Borough Council's webpage <https://www.warrington.gov.uk/support-school-uniforms>.

School Uniform Network at Warrington Foodbank in Golden Square Shopping Centre, Bewsey and Dallam Hub and St Elphins Pavilion.

The free school uniform shops stock primary and secondary school clothing. They have been set up as families continue to face acute cost of living pressures and rising bills. School uniform donations can be made at any of the three school uniform network facilities. For more details, please visit <https://warrington.foodbank.org.uk/2022/08/25/school-uniforms-available-for-immediate-collection/>.

7. Non-Compliance

Staff will be permitted to speak with pupils and their parents who are breaching this policy, in accordance with the school's Behaviour Policy. This may include asking pupils to remove the incorrect uniform, with clean spare uniform provided.

The headteacher, or a person authorised by the headteacher, will be permitted to ask a pupil to briefly go home with their parent, carer or a family member to remedy breaches to the school's uniform. When deciding whether to allow a pupil to return home, the member of staff will consider the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents. A parent will always be contacted – if contact with the pupil's parent cannot be made, the pupil will remain in school, within their classroom.

Where a pupil has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence will be recorded as 'unauthorised'.

Parents will be notified of pupils' breaches of school uniform in all cases.

8. School Uniform

The school uniform is as follows:

Item	Notes
Regular School Uniform	
Black sweatshirt, cardigan or jumper	Optional to have school logo, no other branding
White polo shirt	Optional to have school logo, no other branding
Grey trousers or shorts knee-length grey skirt or pinafore	No branding
Grey, black or white socks	Plain, not patterned
Grey tights	Plain, not patterned

Item	Notes
Sensible, plain black shoes	Not trainers or sandals
Optional Summer Uniform	
Light blue gingham check dress with white or black cardigan	No other colour
PE Kit – to be worn on PE Days only	
Plain white, round-necked t-shirt	No branding
Plain black shorts or skort	No branding
Plain black jogging bottoms or leggings	No branding
Black sweatshirt or zip up tracksuit top	No other colour, no branding
Plain trainers	No branding
Other Optional Items	
Bookbag with school logo	Dimensions 31cm x 37cm x 8cm
Water bottle with school logo	

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted. On PE days, we would prefer it that earrings are not worn at all, if they are worn, you will need to provide tape to cover the earrings. Please note that earrings **MUST** not be worn for swimming and your child should not wear them to school on these days
- A smart and sensible wristwatch may be worn with alarms switched off. Smartwatches are not permitted

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Bags

The school has limited cloakroom space, and we ask that children bring in only essential items. Bookbags are available from the school or uniform suppliers or alternatively, you can purchase any bag no bigger than the dimensions of the school bookbag:

Height: 31cm. Width: 37cm. Depth: 8cm

The new style portrait bookbags with logo, a strap and water bottle holder can be purchased through school via Parentpay or directly from Touchline. The standard bookbags with logo are available from Touchline and myclothing.com.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and Headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school 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 cause a health and safety risk. Long hair must be tied up at all times.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- brightly coloured dyed hair
- headwear with bold patterns or colours
- excessive hair accessories
- headwear featuring inappropriate words or images

Make Up and Cosmetics

Make up and cosmetics are not allowed in school.

9. Adverse Weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- tops that cover the shoulder area
- hats
- suncream
- sunglasses with UV protection when outside.

Pupils will be advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- warm coats
- scarfs, gloves and hats

- warm jumpers
- trousers or skirts with thick tights

10. Labelling and Lost Property

It is important that clothing and personal items are labelled clearly with the child's name. The school's lost property often contains many items of good quality, but unnamed, clothing. The lost property cupboard is in the school hall. Lost items will be checked for names and returned to owners where possible or stored in the lost property cupboard until claimed.

Items that remain unclaimed at the end of each term will be donated to the School Uniform Network.

11. Monitoring and review

This policy will be reviewed by the Headteacher annually and the next review of this policy is shown on the front page of this policy.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.