



THE RACKHAM
C OF E PRIMARY SCHOOL

Uniform Policy

Policy Number: SCH 030

Date: September 2023

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 or Chair of Governors, 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, purchase of items featuring the school logo is optional
 - 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 or classes
 - 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

Uniform Details

Second hand uniform is available via FWR for a monetary donation to fit individual budgets.

Winter:

- Red sweatshirt/jumper/cardigan (Sweatshirts and cardigans with school logo are available to purchase on from https://www.sigmaembroidery.co.uk/clubs-groups-shop?filter_catid=172)
- Plain white or red polo shirt or shirt/blouse
- Grey or black trouser or skirt
- Black shoes (not trainers) worn with white/grey/black/red socks or tights (not leggings)

Summer:

- As above with the addition of red and white checked dresses
- Grey or black shorts
- Red or white cotton t-shirt. Please note, this should be plain and not patterned or containing large logos.

- Sandals or shoes (not flip flops) with socks can be worn

PE Kit:

- Plain red T-shirt (red with school name available to purchase online from <https://gooddies.co.uk/>)
- Plain shorts (must be worn for safety on Gym equipment)
- Trainers or plimsolls.
- Change of socks.

A tracksuit is also useful for outdoor activities during colder weather. 4.2 Where to purchase it

Information about second-hand uniform:

- The FWR run a scheme for donation and purchase of second hand uniform. The stall is run every month before and after school. Parents and carers can make a monetary donation to fit their budget.

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 also 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
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact 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 Senior Leadership Team.

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 on a four year cycle or as necessary, by the Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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

8. Inappropriate Fashion

Health and Safety regulations about wearing jewellery in school state: 'earrings, ear studs and other jewellery (metal or plastic) must not be worn during sporting activities, P.E., swimming, design technology or food technology lessons'.

Pupils should not wear jewellery in PE lessons. Children with recently pierced ears should not wear tape over the studs as de-gloving injuries can still occur. As PE lessons are relatively short, studs should still be removed during the 6 weeks after piercing unless the parent or carer has advised in writing that they cannot be removed due to a medical condition. Adults will not be able to help children with either removing or putting in stud earrings children should be taught at home how to do this independently.

Pupils with pierced ears may wear one pair of simple studs. Nose studs or any other body studs are not permitted.

- Please avoid jeans/leggings/tracksuit bottoms or similar for schooldays and multi-coloured shorts during the summer.
- Trainers are unsuitable for school use as are shoes with high or elevated heels or flip flops.
- Any child wearing clothing with an offensive or anti-social logo will be asked to change or cover up the item.
- No make-up, tattoos or nail varnish to be worn in school.
- No jewellery except one pair of plain stud earrings.

A simple watch may be worn during lesson times but must be removed for sporting activities, swimming, design technology and food technology. Smart watches that take photographs must not be worn at any time and must remain at home.

This policy will be reviewed and agreed in line with Government guidelines by the Governing Body.

Approved and signed by:

Headteacher



Signed:

Date: 7th September 2023

Chair of Governing body



Signed:

Date: 7th September 2023