

St Saviour's C of E Academy

Uniform Policy

June 2022

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 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 Principal/school office, who can answer questions about the policy and respond to any requests

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
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We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to school-branded items 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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 school colours are red and grey/black and include the following items: -

- Red sweatshirt or cardigan (optional branded item)
- White polo shirt
- Grey/black trousers, skirt or pinafore dress
- A red/ white gingham dress may be worn in summer
- Footwear - suitable shoes – no trainers.
- Jewellery should not be worn at school (studs only to be worn in pierced ears which the child must be able to remove for PE lessons)

To participate fully in PE your child will need: -

- Red, round neck T-Shirt (optional branded item)
- Black shorts (tracksuit trousers if outside)
- Black pumps (trainers if outside)
- Black hoodie/jumper (optional branded item)

The children in Key Stage 2 go swimming and will need: -

- Swimming trunks/swimsuit
- Swimming hat
- Towel

Jewellery

For Health and Safety reasons, we do not allow children to wear jewellery in school. The exceptions to this rule are one pair of plain ear-ring studs in pierced ears and a watch. Stud ear-rings should be removed for PE and swimming and watches removed to prevent them causing injury.

Note: staff do not remove or put ear studs, etc. back in if the child cannot manage it.

4.2 Where to purchase it

- School uniform is available from most major supermarkets and high street stores. There is some second hand uniform available in school, please contact the school office. If you wish to purchase uniform with our school logo on, please order online from [Badged Uniform Warehouse](#)

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
- 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 Principal/school office 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 the Principal/school office 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 Principal if the situation doesn't improve.

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 two years by the Principal. At every review, it will be approved by the Local Governing Committee.

7. Links to other policies

This policy is linked to our:

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

Appendix 1

Date:

Dear Parent/Carer,

We noticed that your childin Year was not wearing their school uniform in school today.

I am sure you will appreciate the many advantages of wearing school uniform (both for you and your child) as listed in our School Uniform Policy.

We would therefore be very grateful if you could make sure that your child is dressed appropriately every school day.

If there is some problem preventing you from ensuring your child wears school uniform, please do not hesitate to contact the school to make an appointment to discuss the situation.

We would hope to be of help in supporting you and your child in fulfilling our requirements.

Thank you for your support in this matter.

Yours faithfully,

Miss L Davis

Principal

Your child missed something good today!

Child's Name:

Unfortunately, because your child did not have the appropriate kit, they had to miss PE / Games / Swimming today.

This lesson is part of the National Curriculum and all children are expected to take part in it.

The lesson is on: Monday / Tuesday / Wednesday / Thursday / Friday

Please ensure your child has the correct PE kit on the day they need it.

If there is any reason your child cannot take part, please make sure they have a note from you to explain.

Many thanks,

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Class Teacher
