



UNIFORM POLICY (Statutory)

Reviewer: Amanda Dingwall

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UNIFORM POLICY

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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 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 our SEND Co, via the lower school office or call into the school office who will be able to answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

At White Meadows Primary Academy we have a “relaxed” uniform policy for the Early Years. We believe that children learn best when they feel relaxed, can independently manage their clothes and toileting, and are ready to learn in all areas of the school. Learning outside is good for mental health and wellbeing and children should wear clothes that allow them to make the most of school life.

Children in the Reception Year are encouraged to wear easy to wear clothes in our school colours. In Years 1 and 2 learners may continue to wear these types of clothes, or adopt the more formal school uniform clothes.

In Key Stage 2 learners are expected to wear the school uniform as set out in the uniform Appendix A below.

Our school has a duty to make sure that the uniform 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 from most retailers unless parent/carers wish to purchase any items with school logos (branded items). This 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. We do not insist on items featuring the school logo, but it is preferable that the school jumper/cardigan has the school logo on it
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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
- Making sure that arrangements are in place for parent/carers to acquire second-hand uniform items
- By reviewing our policy annually and by consulting with all stakeholders

4. Expectations for school uniform

4.1 Our school's uniform (See Appendix A)

- Required Branded items: None
- Optional Branded items: School Jumper or Cardigan, Polo Shirts, Sweatshirts, P.E. t-shirts, P.E, P.E. Hoodie. Generic items: PE Kit and clothing for Outdoor Learning.
- Expectations for PE: If your child chooses to wear our active uniform, there is no need to purchase alternative P.E. wear. However, if your child chooses to wear traditional uniform of skirt/trousers/Summer dress, they will need navy or black P.E. shorts, a house coloured t-shirt (with or with logo), and plimsolls/trainers, which should be worn to school on PE days. When children do outdoor games, they can wear a black or grey tracksuit.
- Expectations for jewellery and hairstyles: jewellery is not permitted for health and safety reasons. The only exceptions are small stud earrings or jewellery worn for religious or cultural reasons. Earrings must be removed or taped over for PE sessions. All long hair should be tied back for Health and Safety reasons.
- Expectations for shoes: black or white shoes or trainers (black or white). Sandals, if worn must have a back strap and socks must be worn at all times. No crocs or similar style shoes are permitted

4.2 Where to purchase it

- All generic items can be purchased at most supermarkets or large clothing retailers that stock school uniform.
- Second hand uniform is available all year round – please speak to the school office about this. We encourage parents to bring their old uniform in that is still in good condition to pass on to other parents/carers.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the required 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

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:

- Clearly labelled with the child's name, including coats
- Clean and 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.

5.3 Staff

Staff will ensure children have the correct uniform. They will discuss any concerns initially with the parent/carer and offer support (ie access to second hand uniform), but will follow up with the head teacher 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 account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

6. Monitoring arrangements

This policy will be reviewed annually by the Leadership Team. At every review, it will be approved by the Finance committee

7. Links to other policies

This policy is linked to our:

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

UNIFORM APPENDIX A

- Branded items can be purchased from Felix and Ricara
- All other items can be purchased from local supermarkets/retails shops and online
- Second hand uniform is available all year round – please contact the school office for this

Key Stage	Item	
Early Years	Branded or plain green sweatshirt White polo shirt Plain black or grey joggers/leggings	      
KS1 & KS2	Branded or plain green jumper/cardigan White polo shirt Dark grey/black trousers/skirt/dress/shorts Green and white summer dress P.E. Branded or plain green sweatshirt Branded PE hoodie White T-Shirt (with or without logo) Plain black shorts	         

Footwear	Traditional black shoes, black or white trainers	
Hijab	Children are welcome to wear a plain navy Hijab/Headscarf as part of a religious observance	