

# School uniform policy

Heron Park Primary Academy



<b>Approved by:</b>	Head of School	<b>Date:</b> September 2022
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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 Mrs Richardson (Head of School), who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

Adapt this section, taking into account factors such as:

- › The socio-economic status of your school community
- › Pupil demographics
- › Uniform of neighbouring schools or schools in your trust
- › Views of your school community

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. Only the cardigan / jumper is required to hold the school's logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties only for prefects and provided by the school
- 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
- Providing kit to wear for any inter-school competitions
- 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

#### **Branded uniform requirements:**

Raspberry Pink sweatshirt with school logo

Bookbag with school logo

#### **Optional Branded items:**

PE bag

#### **Generic uniform which can be bought in supermarkets:**

White shirt

Black trousers/skirt/pinafore dress

Black socks/tights

Black school shoes

#### **Summer uniform, which can be worn during the summer and autumn terms:**

Black school shorts

Pink gingham dress

### **PE Kit expectations:**

Plain white T shirt

Plain Black sweatshirt/ zip up top – not hoodie

Plain black jogging bottoms

Plain black pe shorts

Plain black trainers or plimsoles

Swimming costume is to be a 1 piece. 2-piece costumes are not acceptable.

### **Jewellery:**

One pair of stud earrings is acceptable. No hoops or dangly earrings.

A watch can be worn. No smart watches.

Bags:

Year 6 children bring a backpack into school. All other year groups should only bring a bookbag.

Coats & Shoes:

Children are expected to dress for the weather, i.e. a warm/waterproof coat in cold/wet weather.

Shoes are not to be slip on ballerina style or high heeled for Health & Safety reasons.

Coloured trainers are not acceptable.

Black shoes only.

Wellies are asked to be provided when going on the school field.

## **4.2 Where to purchase it**

Uniform can be purchased from our suppliers at [Superstitch86.co.uk](http://Superstitch86.co.uk)

Secondhand uniform is available free from the school office for those who require it.

## **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 Mrs Richardson (Head of School) 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 Mrs Richardson (Head of School) 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 Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by a member of SLT.

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 Local Academy Board**

The LAB 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 annually by Mrs Richardson (Head of School).

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

This policy is linked to our:

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