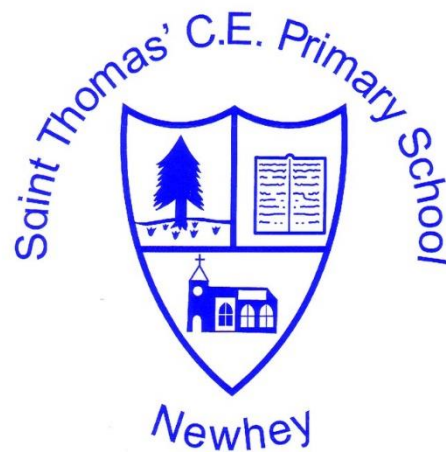


# School uniform policy

St. Thomas' C.E. Primary School



**Approved by:** Governing Board **Date:** 13.10.22

**Last reviewed on:** September 2022

**Next review due by:**

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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 Rebecca Williams (Headteacher) by emailing [head@stthomasnewhey.co.uk](mailto:head@stthomasnewhey.co.uk) 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

We will do this by:

- We do not insist on any items having the school logo on.
- Parents can consider school-branded items, such as logos on jumpers and cardigans if they wish.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 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

- School branded items are optional, but includes: jumpers, cardigans, polo shirts and book bags.

Our uniform consists of:

- ✓ Dark grey or black trousers
- ✓ Dark grey or black skirt/pinafore dress
- ✓ White or sky blue polo shirt
- ✓ Royal blue jumper or cardigan

In the warmer months

- ✓ Dark grey or black shorts instead of trousers
- ✓ Blue and white checked dress

- Shoes should be plain black (trainers are acceptable)
- Coats should be suitable for the weather. There is no stipulation on colour or design

Expectations for PE and swimming kit

- ✓ Navy, black or grey joggers or
- ✓ Plain white t-shirt
- ✓ Navy, black or zipped hoody or sweatshirt
- ✓ Trainers
- ✓ Navy, black or grey shorts can be worn in the warmer months
- ✓ There are no uniform requirements for swimming costumes.
- All jewellery must be removed and long hair needs to be tied up.

## 4.2 Where to purchase it

- Branded uniform can be purchased from Moses Uniform suppliers on Drake Street, Rochdale.
- Non branded uniform can be purchased from most supermarkets and high street clothing shops
- Second hand uniform can be collected from school. This uniform is free.
- Local charity shops stock good quality second hand uniform

## 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 Rebecca Williams (Headteacher) via email [head@stthomasnewhey.co.uk](mailto:head@stthomasnewhey.co.uk) 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 Rebecca Williams (Headteacher) via email [head@stthomasnewhey.co.uk](mailto:head@stthomasnewhey.co.uk) 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 inviting the parents in for a meeting to discuss issues surrounding uniform.

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 annually by Rebecca Williams (Headteacher). At every review, it will be approved by the Resources committee of the 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