

St Martin's CE Primary School

Friendship Love Honesty Hope Respect Responsibility

*A place of spirituality, diversity and opportunity;
Inspiring all, flourishing together.*



Uniform Policy

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| Policy written by: | Mrs B McManus |
| Date policy published: | March 2023 |
| Date of next review: | March 2024 |
| Headteacher signature: | <i>Mrs B McManus</i> |
| Chair of Governors signature | <i>Mr M Oldham</i> |

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 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 for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs McManus, 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:

- Limiting any items with distinctive characteristics by asking that only the school jumper features our school logo
- 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 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. Where to purchase our school uniform

Our branded jumper is currently supplied by Gooddies and can be purchased from the school office. The rest of our uniform is un-branded and can be purchased from the school office, or many high street retailers, including: Asda, Tesco, Marks and Spencers and John Lewis.

5. School Uniform Requirements

- Trousers/skirt – Grey or black tailored trousers/skirt (jogging bottoms and leggings are not permitted)
- Shirt/polo – pale blue or white polo or cotton shirt
- Socks – plain white, black or grey Shoes – black shoes or ankle boots (Trainers and boots above the ankle are not permitted)
- Fleece/ Jumper – Navy with logo
- PE kit - this should be brought in on a Monday and taken home on a Friday
- Navy t-shirt (with or without school logo)
- Black shorts
- Trainers or plimsolls
- Make-up, false eyelashes, nail varnish or jewellery must not be worn for school.
- If ears are already pierced, only one small, plain gold or silver-coloured stud (no jewels) may be worn in each ear lobe. All studs should be removed for PE.
- Hair – should not be outlandish in style or colour and no brightly-dyed/multi-tonal hair is permitted.

Pupils with additional needs

We recognise that some pupils find certain fabrics less comfortable than others and are pleased to let you know that many stores, such as Asda, now produce “Easy on Wear” which is designed specifically with sensory needs in mind.

6. Expectations regarding uniform

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/Parents/Carers are also expected to contact Mrs McManus if they want to request an amendment to the uniform policy in relation to their protected characteristics.

7. 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/Carers 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.

8. 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 (by providing clean uniform to borrow for the day), and a copy of the slip in Appendix A.

Ongoing breaches of our uniform policy will be passed to our Headteacher, Mrs McManus.

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.

9. 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.

Appendix A

Date _____

Dear Parent/Carer,

Your child _____ has attended school today
without the correct school uniform.

He/she does not have

We request that they attend tomorrow in the correct clothing for school.

Should you have any difficulty in complying with this request, please contact Mrs McManus via the school office admin@st-martins.wilts.sch.uk

We appreciate your co-operation.

Kind regards,

Class Teacher