



School Uniform Policy

Signed by:	
Head Teacher	Mrs Sarah Bitcon
Chair of Governors	Authority for approval delegated to Head Teacher
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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 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 have long hair (though we reserve the right to ask for this to be tied back).
- 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 pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Head Teacher, 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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.
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, 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 leveller.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes.
- Consulting with parents/carers 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 uniform

Essential Uniform
Grey or black trousers, shorts or skirts (jeans/leggings are not permitted)
Bright blue polo shirt (with school logo)
Bright blue sweatshirt/cardigan with school logo
Socks – black, grey, or white Tights - grey or navy

Black or blue shoes
Sun hat or cap during summer months
PE Kit - Essential
Bright blue t/shirt with school logo Navy or black shorts/skorts Pumps or trainers Jogging bottoms and plain sweatshirt for winter months (optional)
Optional
Reversible coat with school logo
Blue check summer dress

4.2 Footwear

The school wants all children to grow into healthy adults. We believe that it is dangerous for children to wear shoes with platform soles, high heels or open toe shoes in school, so we do not allow this. Neither do we allow children to wear trainers to school; these are appropriate for sport or as leisurewear but are not in keeping with the smart appearance of a school uniform.

4.3 Jewellery

On health and safety grounds we do not allow children to wear jewellery of any description in our school. The exceptions to this rule are earring studs in pierced ears, and small objects of religious significance, such as a crucifix on a chain. We ask the children either to remove or cover these objects during PE and games.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

4.4 Hairstyles

The school reserves the right to make a judgement on the suitability of pupils' hair and appearance. Extreme hairstyles, such as Mohican cut, shaved lines and hair dye, are not permitted.

All children, both girls and boys, are required to tie their hair up where it is long enough to do so. This is for both health and safety reasons and to look smart and ready for school. Long hair must be tied up for PE.

4.5 Make Up

- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Pupils wearing make-up are required to remove it. There may be exceptions to this in extreme circumstances, eg a pupil may be permitted to cover heavy scarring/skin damage.

4.6 Bags

We have limited space for bags so recommended that children use our school book bags for ease of storage. If your child brings in a rucksack to carry their lunchbox, water bottle and to store hats and gloves as needed, please keep these as small as possible to assist with storage in school.

4.7 Where to purchase it

Uniform with the school logo can be purchased from:

Monkhouse Schoolwear Specialists
14 – 16 Pump Street
Cathedral Square
Worcester
WR1 2QY

Secondhand school uniforms are available from the School Office; parents and carers are encouraged to donate pre-loved school uniform when they no longer have a need for it.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to always wear the correct uniform (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 speak to the Head Teacher 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/carers 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.
- Religious objections.

The school will look sympathetically at such requests. Similarly, should an item of school uniform prove problematic for a pupil with disabilities then parents are invited to draw this to the attention of the Head Teacher. These modifications will be subject to the discretion of the Head Teacher.

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

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 Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head Teacher.

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.
- Considers the views of parents/carers 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 by the Head Teacher every two years, or earlier if considered necessary.

7. Links to other policies

This policy is linked to our:

- AAT Trust Statement
- Equality information and objectives statement
- Health and Safety Policy