

ST ANDREW'S METHODIST PRIMARY SCHOOL



School Uniform Policy

Reviewed: May 2024

Headteacher: Anne Barker

Chair of Governing Board

Date of Next Review: May 2026

This policy has been scrutinized to ensure it meets the requirements of the single equality duties. The school will make every reasonable adjustment to comply with the duties and actively avoid discrimination.

Contents

1. Aims	3
2. Our school's legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	4
5. Expectations for our school community	5
6. Monitoring arrangements	6
7. Links to other policies	6

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 the headteacher 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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as PE tops
- 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 leveler
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities
- Providing kits for interschool 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

We expect all our children to wear school uniform. As a result, we get many compliments about how smart our children look. However, we are committed to ensuring it is as affordable as possible. All our uniform can be purchased via our school on-line uniform shop at Brigade.uk.com, from a high street retailer. It consists of:

- Navy-blue sweatshirt or cardigan. These may have the school logo on or be plain navy blue.
- Grey skirt or pinafore
- Grey school trousers
- White polo T- shirt
- White, grey or navy socks or tights
- Sensible black shoes (NO TRAINERS ALLOWED)
- Blue checked or striped dresses

PHYSICAL EDUCATION (PE)

Navy shorts, white tee-shirts and black pumps are required for all children (except nursery) for indoor PE. These should be kept in school on the child's peg in a drawstring PE bag. Navy jogging bottoms can be worn for outdoor games. Trainers are also allowed for OUTDOOR games.

SWIMMING LESSONS

- Each year, two classes from KS2 are allocated a block of swimming lessons. Children will need a swimming costume or swimming trunks. These do not have to be a specific colour. Please note that the swimming baths do not allow children to wear loose style swim-shorts. Children are required to wear a swimming hat. Pupils are allowed to request changes to swimwear for religious reasons

*** ALL ITEMS OF CLOTHING SHOULD BE CLEARLY LABELLED WITH THE CHILD'S NAME. IT IS IMPOSSIBLE TO TRACE LOST ITEMS THAT ARE NOT LABELLED.**

JEWELLERY

Jewellery worn at school is a potential hazard; we prefer that none is worn by pupils. If parents/carers wish, small watches and stud earrings may be worn but must be removed during P.E. and swimming. Please note that hoop earrings are extremely dangerous and can tear the ear lobe if caught by accident. Hoop earring are NOT permitted in school.

HAIR STYLES

Children with long hair must have it tied up neatly in a bobble. Long, flowing hair is not practical at school, as it gets in the way when children are working, falling into their eyes. It also makes it easier for any outbreaks of head lice to spread. Long hair that is neatly tied and clipped up looks much smarter and is much safer for P.E. Thank you for your co-operation with this. Any pupils who arrive in school with long, loose hair will be given an bobble and asked to tie their hair up.

NB: Extreme hairstyles, such as patterns shaved into the hair or mohican type styles are not acceptable or permitted at St Andrew's.

SHOES

All pupils are expected to wear black school shoes at all times of the year. Trainers, winter boots and summer sandals are not permitted. Any child who arrives at school in the incorrect footwear will be asked to wear PE pumps.

COATS

Children will need a waterproof coat. Expensive, branded coats are not appropriate. Coats can occasionally be damaged during outdoor activities, at break times or if they end up on the floor of the busy cloakroom area.

BAGS

- All children from nursery upwards will need a reading folder. These can be purchased through the school office. They are extremely sturdy and will last your child for many years if they take care of them.
- All children will need a blue drawstring PE bag to be left on the child's peg. Although we sell these cheaply in school, parents may wish to purchase them separately.
- Children **do not** need a separate 'rucksack' type bag and should not bring these to school. We have no room to store them and they become a trip hazard in cloakroom areas.
- Children participating in after school clubs eg; football will be given instructions from the club leader regarding appropriate kit and storage.

PRE-LOVED UNIFORM

- We have a FREE school uniform shop in the foyer. This contains many items of pre-loved and freshly laundered uniform. Parents are encouraged donate unwanted items, make use of the uniform and recycle as many items as they can.

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 the headteacher, Mrs A Barker, on 01617903194 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 the headteacher, Mrs A Barker, on 01617903104 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 the headteacher.

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. The school family support worker can be contacted, in strictest confidence, for advice and support with any such issues.

5.4 Governors

A governor sub-committee 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 bi-annually by the Headteacher. At every review, it will be approved by the full 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