



Sleights Church of England
(Voluntary Controlled) Primary School

Uniform Policy

September 2024

Working together to be happy; to flourish; to succeed
through our Christian values
perseverance, respect and trust.

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 families.
- explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- set out our expectations for school uniform.

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 families to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests.

Limiting the cost of school uniform

We are committed to making sure uniform is accessible to all of our school families. Our school also 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. With this in mind, we will make sure our uniform:

- is available at a reasonable cost
- does not restrict families to only purchasing school branded items.
- provides the best value for money for families.

We will do this by:

- allowing children to wear non-school branded, plain jumpers or cardigans for school.
- carefully choosing uniform suppliers with quality and value for money in mind.
- limiting any items with distinctive characteristics – for example, PE kits

- considering alternative methods for signaling different groups in school – for example, coloured stickers on sports day.
- making sure that arrangements are in place for families 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.

Expectations for school uniform

Our school's uniform

Our ambition is for school uniform to provide a sense of belonging and pride in being part of our school. Our children are expected to wear a representation of our school uniform, but to support all families in accessing good quality clothing, the need for these items to be branded is optional. With this in mind, children are expected to wear:

- a Sleights Church of England (Voluntary Controlled) Primary School jumper or cardigan (blue) OR
- a non-branded blue cardigan or jumper
- a white polo shirt, blouse or shirt
- grey or black trousers or skirts
- blue gingham dresses, or grey/black shorts can also be worn. These should not display any sports logos.
- smart black shoes should be worn. These should be low heeled. Fully black trainers could also be worn, as an alternative to shoes. These should not contain any coloured (including white) branding.

During the academic year 2023/2024, the school uniform design changed to include a smaller logo. This was in response to a rise in supplier prices. The school's action to adopt the smaller logo has meant that there is a minimal increase in prices to families. The school has no expectation that all pupils should wear the newer, smaller logo uniform. Children can continue to wear newer and older logo size uniform.

Coats and bags

We ask that, in cooler times, children bring a coat, or suitable alternative to school. We have no expectations about the design, colour, or brand of these items.

Children are asked to bring a bag to school to transport items such as a reading book and diary. The school does sell drawstring and book bags from the school office, however, these are optional. If children choose to bring their own bags to school, we ask that:

- they are not oversized (due to space in cloakrooms).
- do not have inappropriate designs, characters or emblems.
- items are easily identifiable.

PE Kit, including swimming

All children are expected to take part in PE each week and require a named change of clothes in school. Depending on the time of year, children may require an indoor, or outdoor kit.

Indoor Kit	Outdoor Kit
a plain white t shirt black or navy PE shorts black plimsolls	a warm tracksuit trainers

There are no expectations that any PE items are branded or purchased for any particular stores.

Forest School

As children regularly engage in outdoor learning, they will require a separate kit for this. This kit should include old warm clothes and wellingtons (or old shoes), please.

Jewellery

Our school has a strict no jewellery policy – including earrings. In the event that children do have earrings and are unable to remove these, plasters will not be used to cover them.

The school does not allow the use of ‘invisible earrings’ in school.

Hairstyles

In the interest of health and safety, we ask that longer hair is tied back. We also ask that emblems, logos and icons are not shaved into hair. Hair should also not be dyed.

Where to buy uniform

New, branded uniform can be purchased through the school office, using ParentPay. In addition to new uniform, we do hold good quality, second hand items in our office too. Please do get in touch if you are interested in purchasing these.

Non-branded items can be purchased from a range of local supermarkets and shops. The school does not have a preferred provider of these items.

Expectations for our school community

Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- on the school premises
- at out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils, or their families, are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 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 families to arrive at a mutually acceptable outcome.

Staff

Staff will closely monitor pupils to make sure they are in correct uniform. Staff will deal sensitively with any instances where the correct uniform is not being worn, considering carefully the rationale and reasoning for this.

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.

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.

Governors 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.

Monitoring arrangements

This policy will be reviewed every three years by the Headteacher. At every review, it will be approved by the full Governing Body.