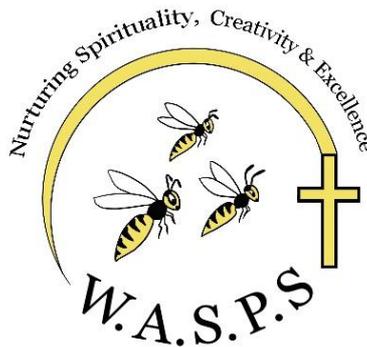


School Uniform Policy

at

Weston All Saints Primary School



The Partnership Trust



This policy is written in reference to the Christian Foundation of the school.

'Nurturing spirituality, creativity and excellence'

I can do all these things through Christ who strengthens me –
Philippians 4:13

Approved by:	LGB	Date: 7 th April 2022
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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
- Comply with the DfE guidance contained in the [Education \(Guidance about Costs of School Uniforms\) Act 2021](#)

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 gender, 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 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 are committed to promoting equality and value for money, and ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background. This policy has been created to ensure pupils wear clothing conducive to a successful learning environment. It is important that all our pupils feel a sense of belonging and community through a smart and practical uniform. We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance.

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 and 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
- 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 years and classes
- Avoiding different uniform requirements for extra-curricular activities
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes by permitting pupils to wear the previous uniform for a reasonable time
- Ensuring that uniforms are machine washable
- Making sure that arrangements are in place for parents to acquire second-hand uniform items via the PTA (Parent Teacher Association)
- Considering how we can support pupils who attend 2 settings as part of a regular educational programme with uniform for the other setting.

The school will help families with uniform, where appropriate and as needed, when cost is a barrier to their child attending school and meeting our uniform expectations. This can be discussed and agreed on a case by case basis with school funding for up to one set of uniform per year.

4. Expectations for school uniform

4.1 Our school's uniform

Our school endeavours to ensure that our uniform is as gender neutral as possible. Pupils who identify as the opposite sex to their birth sex are permitted to wear the uniform of their preferred gender, in accordance with the LGBTQ+ policy.

Our uniform consists of :

- Black or yellow sweatshirt or cardigan – a branded option is available but not compulsory. Hoodies are not permitted.
- Yellow polo shirt – a branded option is available but not compulsory
- Black trousers or black shorts – jeans are not permitted
- Black knee-length skirt or pinafore
- Black, sensible, low-heeled shoes. Boots should only be worn outdoors in inclement weather
- Plain grey, black or white socks or black, grey or white tights
- In warm weather, yellow and white checked dresses or culotte-style dresses may be worn
- Some children may choose to wear shorts or leggings under their skirt or dress for modesty. These should be plain black or white, if worn under a summer dress.

Jewellery

The only permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercing are permitted
- A sensible wrist watch – not a smart watch with a camera or video

Pupils will be asked to remove jewellery or accessories that do not form part of the uniform.

These will be kept securely until the end of the day and then returned to the pupil.

Hairstyles

Our school reserves the right to make a judgement on the suitability of pupils' hair and appearance. Extreme hairstyles such as mohawks and patterned or brightly coloured hair are unacceptable. Pupils with what could be deemed extreme hairstyles may be exempt from the rule on racial or religious grounds, taking into consideration each individual pupil's scenario. Long hair must be tied back for PE and swimming lessons to ensure this does not impede their vision or provide a health and safety risk. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

Make-up

Make-up is not permitted in school. Pupils wearing make-up will be required to remove it or, if appropriate, will be sent home to remove it. There may be exceptions in extreme circumstances, at the Headteachers discretion e.g. a pupil may be permitted to cover heavy scarring/skin damage.

- False nails or nail extensions are not permitted
- Only clear nail varnish may be worn

Adverse weather

Pupils attending school during hot weather conditions are required to wear sun safe clothing that covers as much of their skin as possible.

During warm weather pupils should:

- Wear sun hats which cover their neck
- Wear UV protective sunglasses
- Wear sun cream that lasts the duration of the school day

During cold weather pupils should:

- Wear a suitable weatherproof coat, hat, scarf and gloves/mittens
- Wear long jogging bottoms and plain hoodies during outdoor PE sessions

PE and swimming kit

Our PE kit consists of a white top (either a T-Shirt or polo shirt) and black bottoms (either shorts or tracksuit bottoms).

Swimming kit should consist of a full costume rather than a bikini. Swimming hats are required for pupils with long hair.

Suitable footwear, (such as a pair of daps) should be provided for indoor PE and trainers for PE outside.

Coats and bags

There are no specific requirements for coats or bags other than that they are suitable for school. All basic equipment e.g. pencils, rulers, colouring pencils is provided by school. Any additional equipment brought in is under families' own risk. Handwriting pens and pencil grips are available to purchase as additional items from the school office.

Lunchboxes should be clearly named, stored in classrooms and taken home every day.

Water bottles should be clearly named. They will be kept in the classroom other than when taken outside/to the hall for sports activities. Children are encouraged to drink water and should not bring other drinks into school. Reception pupils do not need to bring a water bottle to school, they will be provided with a numbered cup and have access to jugs of water throughout the day.

4.2 Where to purchase it

Parents and carers can purchase non-branded uniform from many high street retailers and supermarkets.

Branded items of uniform can be purchased from:

Scholars which is a well-established uniform shop in Bath which caters for many local schools
<http://www.scholars-uk.com/bath.php>

and from **My Clothing** which is an online-only embroidery company which offers a range of good quality, ethically sourced products in addition to the branded items and can deliver items to your home with free delivery on orders over £50.

https://myclothing.com/?gclid=EAlalQobChMI0bmCiqjV8AIVbRoGAB3QvAOyEAAyASAAEgLkefD_BwE

Second-hand uniform can benefit all parents, particularly those on low incomes. In addition, by extending the life of garments, it is more sustainable.

The school has a system for collecting and storing donated uniform that is previously worn but in good condition that can be accessed by families who need this.

- Our Parent Teacher Association (PTA) arranges a second-hand uniform sale several times during the school year and we welcome donations of uniform from parents and carers.
- These second-hand uniform sales are publicised in our school newsletters and information about the availability of second-hand uniform is provided on our website.

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 pupils are taking part in a special event where a costume is required we will endeavour to ensure simple options are available such as a specific coloured t-shirt.

Pupil non-compliance

Information on managing cases of pupil non-compliance is set out in the guidance on [school uniforms](#).

In cases where it is suspected that financial hardship has resulted in a pupil not complying with a school's published uniform policy, we will take a mindful and considerate approach to resolve the situation.

Pupils who arrive in school not in uniform are reminded to wear their uniform the next day. A letter will be sent home to parents/carer to inform them that we have loaned the pupil an item of school uniform. Persistent offenders will be dealt with individually by the Headteacher who will decide on any further action.

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, presentable and the correct size
- Clearly labelled with the child's name

Parents and carers should ensure that their children come to school in uniform everyday unless there are special circumstances such as Outdoor Learning, Christmas events, school visits or charity fundraising days.

Parents are responsible for:

- Informing the Headteacher if their child requires a more relaxed uniform policy for a period of time, including why
- Providing their child(ren) with the correct school uniform as outlined in this policy

Parents are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

If there is a medical reason why an item of uniform cannot be worn, such as school shoes, this must be explained to the class teacher. A doctor's note must be brought to school by the pupil and the issue resolved as soon as possible.

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.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times
- Disciplining pupils who are in breach of this policy
- Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. school identity

5.4 Governors

The Governing Body 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 Governing Body must ensure that it :

- Established, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values
- Ensures that equal opportunities are considered regarding the school's uniform and that no person is discriminated against
- Is adhered to and ensure that teachers understand this policy and what to do if a pupil is in breach of the policy
- Is receptive to any reasonable complaint from parents or carers concerning uniform, handling it respectfully, and should consider fully the issues they raise. Governors should aim to work with parents to arrive at a mutually acceptable outcome
- Follows the DFE guidelines and does not consider exclusion from the school where a pupil fails to comply with the school's rules on uniform
- Has a written contract in place with the supplier of branded items included within the school's Uniform Policy
- Ensure that if the school has in place a contract with a specific supplier, the supplier has an agreed procedure to deal with complaints about the supply and quality of uniforms
- Can demonstrate that they have obtained the best value for money from suppliers
- Passes on to parents any savings negotiated with suppliers

The Governing Body 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 every three years. At every review, it will be approved by the full governing board and the Headteacher.

This policy will be shared with parents on our school website.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Supporting Pupils with Medical Conditions

Appendix 1 School uniform

Polo shirt	Short sleeved, yellow (optional with the school logo)
Dress	Yellow and white checked (gingham)
Trousers	Black
Shorts	Black
Skirt	Black
Pinafore	Black
Jumper /cardigan	Black (optional with the school logo)
Socks/tights	Socks – black, white or grey / tights – grey or black
Shoes.	Plain black, no visible logos - no trainers or fashion shoes. - boots can be worn into school in adverse weather but pupils must then change and wear shoes in school - for Health and Safety reasons we are unable to allow open toe sandals.
Jewellery	Children may only wear a pair of stud earrings and a watch: No hooped earrings, necklaces, rings or bracelets are allowed. No marks/cuts allowed in eyebrows. For Health and Safety reasons children may not participate in PE if wearing earrings. Please ensure that they can remove them themselves or do not wear them on day of PE or swimming.
Hair	The school does not allow extremes of hair fashion i.e. no lines, cuts, patterns, shaved heads, or obvious dyeing of the hair. Hair should look natural. Hair must be kept tidy in the interests of safety (long hair tied back). Please check with school first if you are unsure.
Coat	Coats are a personal choice, but hoodies, sweatshirts and denim jackets are not considered to be coats. There is the option to purchase a school coat from our uniform provider (Logo Leisurewear).
PE KIT	
T-shirt or polo shirt	Plain white
Shorts	Plain black
Hoodie / sweatshirt / tracksuit top	Plain black
Jogging bottoms	Plain black
Trainers	(Clean) for outdoor lessons
Plimsolls / daps	Black for indoor lessons
Hair	To be tied up during PE lessons