

# West Didsbury CE Primary School



**Belonging, Believing, Becoming**

**Rooted in Mark 4:30-32**

## **School Uniform Policy**

<b>Approved by:</b>	Governors	<b>Date:</b> September 2022
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<b>Last reviewed on:</b>	September 2022
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<b>Next review due by:</b>	September 2025
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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 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 staff, in our school office, 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 ties

- 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/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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. Expectations for school uniform

### 4.1 Our school's uniform

Our school uniform consists of:

- White polo shirt
- Grey trousers, skirt or pinafore
- Navy sweatshirt or cardigan (option to purchase with logo)
- Summer blue gingham dress
- Sensible black shoes—no shoes with toys in them or trainers (trainers only permitted for PE)
- PE Kit, this consists of a house coloured T shirt- red yellow green or blue, black or navy shorts or leggings/joggers, and trainers, navy sweatshirt and hoodies and joggers permitted if cold weather

Please note that although we offer uniform bearing the school logo, any uniform of the colour above is absolutely fine and our logo is entirely optional.

Please note: hair, which is shoulder length or longer, must be tied back. Hair, which is long, but may not be at shoulder length must not cover the face. Please note, staff members have the right to request hair to be tied back, if children are playing with their hair, support health and safety during PE sessions, prevent head lice etc.

### 4.2 Where to purchase it

Uniform with the school logo on it can be purchased through school and at external suppliers.

PE T shirts are available at school and external suppliers. Navy joggers and hoodies can be bought through school or through external suppliers.

## 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 Head of School, 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 Head of School, 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 Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by informing parents and working with them to resolve the issue.

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

- 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. Sustainability: Re-Cycle and Re-Use Uniform

In order to tackle the rapidly growing global environmental challenges for a sustainable future, we aim to normalise the reusing of pre-loved West Didsbury CE uniform to reduce our carbon footprint whilst helping our families in need of support. This is a great opportunity for all our community to embed environmental awareness, strengthen our green credentials and extend the lifespan of our uniforms whilst supporting a recycling culture. During the year, working with the PTA, we hold Pre-Loved Uniform Days/weeks to support sustainability.

To support this and our aim in creating a more sustainable provision, can help not only deliver cost effective benefits for parents and carers, but also spread the important message of sustainability and aid in improving our environment by reducing the amount of clothes in landfill. This in turn will contribute to the long-term goal of achieving a carbon-neutral, environmentally sustainable, toxic-free and fully circular economy in future years.

## 7. Monitoring arrangements

This policy will be reviewed every 3 years by the school leadership team. At every review, it will be approved by the governing body.

## 8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy