

Limehurst Primary School

Uniform Policy



Approved by:	Full Governing Board
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Last reviewed on:	Feb 23
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Next review due by:	Feb 24
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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 whoever 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, for example items that have to have a school logo, 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, for example offering the option of a jumper/cardigan with a school logo
- › 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, where practical to do so
- › 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

Nursery and Reception Pupils

Black or grey leggings or tracksuit pants
Yellow polo shirt
Bottle green cardigan, jumper or sweatshirt (option available with a school logo)
Black, grey or white socks
Green gingham dress (summer term only)
Black or grey shorts (summer term only)
Velcro shoes
Wellington boots – to be kept in school

Key Stage 1 and 2 Pupils (Year 1 to Year 6)

Black or grey skirt or trousers
White blouse, shirt or polo shirt
Bottle green cardigan, jumper or sweatshirt (option available with a school logo)
Black, grey or white socks
Black, green or grey tights. (Black full-length leggings worn under a school skirt during colder months of the year)
Green gingham dress (summer term only)
Black or grey shorts (summer term only)

Footwear

Shoes or trainers, predominately black.

Shoes need to be sensible and appropriate. To meet these requirements footwear should be flat with good levels of grip, In addition, they should be stable and secure on the foot and offer protection to the heel and toe.

Outdoor Clothing

Coat – appropriate to the weather conditions

PE Kit

T'shirt

Shorts/ Tracksuit pants

Long sleeve top (Outdoor sessions)

Trainers/Pumps

Swimming kit (UKS2 Classes 10,11 and 12)

Swimming trunks/ shorts (not knee length) / Full swimming costume

Swimming cap (for pupils with long length hair)

Towel

It is important that children should have their names on all major items of clothing

General Appearance and Local Authority Health and Safety Instruction

Earrings – please ensure that if your child arrives at school wearing an earring/pair of earrings, they are small, discreet and lie 'flat to the ear'. This guidance follows instruction from Oldham Council's Health and Safety Team to avoid the earring being 'caught' during play/ lunchtime and potentially causing significant injury.

'Hoop' type earrings, 'large' earrings and earring that 'protrude' from the ear are not permitted.

No jewellery allowed in school other than a wrist watch. No rings (or other finger jewellery) or necklaces

No false nails (e.g. acrylic or gel). Nail extensions or decorated finger nails are not allowed for safety reasons and potentially inhibit learning within some curriculum areas. Nails should be natural and kept short. Clear nail varnish is permitted.

4.2 Where to purchase it

Items of clothing with the school name and logo can be bought from the school office.

Second hand uniform is available from the school office.

We are committed to best value and would encourage parents to purchase cheaper items elsewhere if possible

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 Mr Wilson 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 Mr Wilson 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 Mr Wilson.
- 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. Monitoring arrangements

This policy will be reviewed annually by Mr Wilson. 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