

School uniform policy

Willow Tree Primary School



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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

Our policy on school uniform is based on the notion that school uniform:

- Promotes a sense of pride in the school
- Engenders a sense of community and belonging towards the school
- Is practical and smart
- Identifies the children within the school
- Prevents children from coming to school in fashion clothes that could be distracting in class
- makes children feel equal to their peers in terms of appearance
- is regarded as suitable wear for school and good value for money by most parents and is designed with health and safety in mind

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 Mrs. Tracey-Watson Jones at the school office: 01744 678730, 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 non logo jumpers and cardigans
- 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
- Making sure that arrangements are in place for parents to acquire second-hand uniform items via weekly uniform swap Tuesday mornings
- 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

- black short trousers – summer (optional); black skirt or pinafore dress
- black long trousers- winter
- white shirt and school tie
- dark green sweatshirt or cardigan (school logo optional)
- flat heeled black shoes or plain black trainer
- white or black socks or black tights
- green cardigan or sweatshirt (school logo optional)

- green and white checked dress (optional for summer)
- long hair tied back in coordinated uniform style
- flat heeled black shoes or black trainers (no long boots)
- please ensure shoe heels are less than 4cm

PE Kit:

- purple and green T-shirt with school logo
- green shorts and purple and green quarter zip sweatshirt
- trainers for outdoors
- black track suit bottoms and pair of socks, if tights are worn
- hair ties to tie back long hair
- Children to come to school in PE kit on PE days

Swimming

Swimming costumes must be one piece and no swim shorts are permitted, only trunks. No jewellery permitted.

Jewellery

On health and safety grounds we do not allow children to wear jewellery in our school, this is to prevent them from injury.

The exception to this rule is ear ring studs during the time when ears have just been pierced, then they should cover their ears with plasters. We ask that you choose the long summer holiday to have the piercing done.

Extreme haircuts

The school does not permit children to have 'extreme' haircuts that could serve to undermine the high standards of appearance expected in school.

Footwear

The school wants all pupils to grow into healthy adults. We believe that it is dangerous for children's growth and posture to wear shoes that have platform soles or high heels, so we do not allow children to wear such shoes in our school.

4.2 Where to purchase it

Uniform can be purchased from Whittakers (01744 451812) and JMAX Uniform shop (01744 752003) or from 'high-street' retailers such as supermarkets.

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 Mrs. Tracey-Watson Jones at the school office: 01744 678730 if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

We will ask parents to sign a Home School Agreement – the agreement to support all school policies and procedures. We ask parents to fully support the school uniform policy.

We believe that parents have a duty to send their children to school correctly dressed and ready for their daily schoolwork. One of the responsibilities of parents is to ensure that their child has the correct uniform, and that it is clean, labelled and in good repair. However, we would not discriminate against a child or family having financial difficulties in providing uniform, support would be available in extreme cases. If any parent would like the school to modify the uniform policy, they should make representation, in the first instance, to the headteacher.

Parents are also expected to contact Mrs. Tracey-Watson Jones at the school office: 01744 678730 if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics or disability
- 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 Mrs. Jane Sweeney.

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 every two years by the Headteacher, Mrs Jane Sweeney. At every review, it will be approved by the full governing body. The governing body monitors and reviews the school uniform policy through its committee work by:

- seeking the views of parents and children to ensure that they agree with and support the policy
- considering, with the headteacher, any requests from parents for individual children to have special dispensations with regard to school uniform.
- Requiring the headteacher to report to the governors on the way the school uniform policy is implemented

7. Links to other policies

This policy is linked to our:

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