

# School uniform policy

Arunside Primary School



<b>Approved by:</b>	FGB (with P&R focus)	<b>Date:</b> 15 <sup>th</sup> May 2023
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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

As a school community, we have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › Allow pupils to wear headscarves and/or other religious garments
- › Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the headteacher via the [school office](#) who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

### 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 and/or long-lasting items, such as ties
- › 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 leveller
- › 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

Autumn and Spring Term	Summer Term
Grey school trousers/skirt/pinafore	Grey school shorts with white polo shirt for KS1 and a white short sleeved shirt and school tie for KS2
Navy blue school sweatshirt/cardigan	Navy blue school sweatshirt/cardigan
KS1 – White polo shirt KS2 – White school shirt and school tie	Blue and white gingham dress
White/dark socks or tights	White/dark socks or tights
Sensible black plain school shoes (no trainers or high heels)	Sensible black plain school shoes or sandals (no trainers or high heels)

All children can also wear the Arunside zip-up fleece for added warmth if required during any season.

## **PE / Games Kit**

All Children need to be dressed sensibly for P.E.

- House coloured branded P.E. T-shirts should be worn with navy shorts for children in Year 1-6, whilst the EYFS children should wear a plain white T-shirt with navy shorts. Children are allocated to their House by their teacher once they have settled into school.
- Suitable footwear is very important. All children need black plimsolls and should have strong trainers or football boots for certain outdoor activities. Trainers worn for P.E. activities must not be worn as part of the child's uniform.
- Children are allowed to wear navy blue jogging pants for outdoor games and when it is cold, a plain navy sweatshirt and/or a navy logoed hoodie or zoodie.
- Children in Year 5&6 also need a pump bag so PE kits can be left in school as they will change from their school uniform into their PE kit on the relevant days
- Children in EFYS - Year 4 (Inc.) should wear their PE kit to school on their particular PE days

Children representing Arunside School at sporting fixtures, festivals and competitions will be lent a branded jade coloured sports top by the school. This should be returned to the teacher at the end of the event.

## **Jewellery**

Children are not allowed to wear items of jewellery at school, although discretion is given to respect religious observance provided prior permission has been given by the headteacher. The school strongly discourages ear-piercing but those children who have their ears pierced during a school year will be permitted to wear ear-studs for the first six-weeks after piercing provided these are worn flat to the ear. For health and safety reasons, all jewellery, including ear-rings, must be removed before PE lessons and the school cannot be held responsible for any loss or accidental damaged incurred to these items. Ear-rings worn for piercings that are less than six-weeks old must be covered by a plaster/ micro-porous tape (provided by parents) for all PE lessons.

## **Headscarves/Hijab**

These may be worn for religious reasons but must be in school colours – navy blue, black, or white

## **Hairstyles**

Hairstyles should be appropriate for school, i.e. no "Mohicans", no designs cut into hair, no extremely short hair (no-guard or number 1) or bright coloured highlights. All long hair (shoulder length or longer) should be tied back. Headbands or hair bobbles should be plain dark blue, black, or brown and hair must be tied back during PE, Science and Forest School lessons.

## **School Bags**

There is no reason for children to bring large bags into school. There is a great shortage of space in the cloakrooms and large bags exacerbate the problem. Lunch boxes can be carried and stored on trolleys. Branded bookbags are useful to children in EYFS and KS1.

## **4.2 Where to purchase the uniform**

None branded uniform can be purchased from most major stores at competitive prices. Branded school uniform can be purchased from:

Sussex Uniforms: Tel: 01444 227066; E-Mail: [sales@sussexuniforms.co.uk](mailto:sales@sussexuniforms.co.uk); Address: Sussex Uniforms, 8 Bishopric, Horsham, RH12 1QR

School Ties can be purchased through the school office.

Parents are encouraged to donate good quality, unwanted items to our second-hand uniform bank and our PTA actively support regular sales of second-hand uniform throughout the term.

## 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, with the support of their parents are also expected to contact the headteacher via the [school office](#) 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 headteacher via the [school office](#) 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 Relationship and Behaviour Policy

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.

## 6. Governor Monitoring arrangements

The governing body monitors and reviews the school uniform policy every three years by seeking the views of parents, to ensure that they agree with and support the policy; considering, with the Headteacher, any requests from parents for individual children to have special dispensation with regard to school uniform. 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
- › Considers 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. At every review, the policy will be approved by the full governing board, with P&R focus.

## 7. Links to other policies

This policy is linked to our:

- › Relationship and Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy
- › Home School – Partnership Agreement