



# School Uniform Policy

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**Staploe Education Trust**

*Excellence through partnership*



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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:

- 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 their child's year lead, 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:

- 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**

Children are expected to wear a school uniform; the uniform worn adds to the sense of pride and community encouraged at The Weatheralls Primary School.

### **4.1 Our school's uniform**

#### **School Uniform**

- The Weatheralls logo on purple jumper or cardigan style sweatshirt and/or
- The Weatheralls logo on purple school fleece
- White or purple polo shirt
- Black or grey trousers
- Grey skirt or pinafore
- Gingham purple dress (Spring/Summer term)

#### **Optional Branded School Uniform**

- School Book Bag
- School Gym Bag

#### **PE Kit**

- White t-shirt
- Black shorts
- Black or navy jogging bottoms
- Trainers or plimsols
- Swimming hat for swimming lessons
- Pupils may also wear their branded school jumper for PE, but this is optional

#### **Rules for PE**

- Long hair should be tied up
- For health and safety reasons, children should be confidently able to remove all jewellery on PE days

#### **Hair**

- Pupils may style their hair in a way that is appropriate for school yet makes them feel most comfortable. For safety reasons, pupils are asked to tie up hair that is below shoulder length without large or novelty hair accessories that may cause distraction or get lost/damaged.
- We ask that unnatural hair colorants are not used

Our school has signed up to the HALO Collective. Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

#### **4.2 Where to purchase it**

Uniform including branded sweatshirts, cardigans, fleece tops, book bags and gym bags can be ordered by parents by using their ParentPay accounts. New parents will be sent an order form for uniform with their introductory information.

The school has a selection of good quality second hand uniform which is freely available at the school office.

Second hand uniform is available from the school office or via the Soham Community Uniform Scheme who can be contacted via their Facebook group: <https://www.facebook.com/groups/461742710990925> or by emailing: [sohamcommunityuniformscheme@gmail.com](mailto:sohamcommunityuniformscheme@gmail.com)

### **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 their class teacher 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 Miss Bradshaw 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 Trust's complaints policy

The school or Trust 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.

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 Advisory Body**

The Advisory 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 Advisory 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 annually by the school's Advisory Body. This review may be brought forward as required by the school to reflect changes in supporting advice/guidance.

## **7. Links to other policies**

This policy is linked to our:

- Equality information and objectives statement
- Anti-Bullying policy
- Complaints policy
- Positive Behaviour policy