



The Shade Primary School

# Uniform Policy

Version:	1.0
Author:	Headteacher
Approved by:	Advisory Body
Date:	Summer 2023
Review date:	Summer 2024



## Contents

1. Aims .....	2
2. Our school's legal duties under the Equality Act 2010 .....	2
3. Limiting the cost of school uniform .....	2
4. Expectations for school uniform .....	3
5. Expectations for our school community .....	4
6. Monitoring arrangements .....	5
7. Links to other policies .....	5

---

### 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 the headteacher, via the 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 and carers
- Can be purchased in supermarkets and high street retailers as well as through our suppliers

We will do this by:

- Making sure that second-hand uniform items are available at the school office to swap, purchase or buy
- 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**

Children are expected to wear a school uniform; the uniform worn adds to the sense of pride and community encouraged at The Shade Primary School. While available, direct from the school's supplier, there is no requirement for pupils to wear items of clothing incorporating the school logo.

The Shade Primary School uniform consists of the following:

- Royal blue sweatshirt or cardigan with school logo
- White polo shirts
- Grey trousers or shorts
- Grey dress, shorts, skirt or culottes- *just above the knee*
- In the summer there is an option of a blue gingham dress.
- Grey tights
- Socks should be plain grey, black or white.
- Black school shoes or trainers - *no coloured or white logos or soles.*
- Pupils may bring bags and coats appropriate for school; these may be used in other contexts outside of school.
- Nail varnish is not permitted and children will be asked to remove this at home, where this doesn't happen nail varnish remover will be offered under supervision.

### **PE Kit**

- Children must have a change of clothes for PE, including jumpers
- Black or navy shorts- *cycling shorts acceptable*
- Royal blue top or blue Shade PE t-shirt
- Plain black trainers or plimsols (no coloured logos)

- Plain black or navy jogging bottoms and sweatshirt.
- Plain black or navy jogging bottoms and a plain sweatshirt for PE lessons during colder months
- For swimming lessons, pupils should wear either a swimming costume (one-piece) or swimming shorts, a swimming hat and swimming goggles

#### 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 day
- If you intend to have your child's ears pierced, please ensure that this is done at the beginning of the school holidays so that earrings can be removed for PE.

#### 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 schools have 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.

Branded uniform can be purchased from [Parents Direct - Brigade Clothing, LTD](#)

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 look smart, wear the correct uniform at all times with shirts tucked in (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 pupils are required to wear their school jumper.

Pupils should contact the headteacher or to share their opinions with school counsellors, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Where pupils are attending a residential activity or other adventurous visit, pupils will be provided with an alternative kit list to ensure and support their safe participation.

## **5.2 Parents and carers**

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and this must be clearly labelled. Parents are also expected to contact the headteacher, 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 encouraged to raise any issues they have with the headteacher or via Parent Forum. We aim to resolve any disputes within school and in accordance with our Trust'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. Parents may be contacted to bring in correct uniform if necessary, children may be offered spare clothes to wear as a temporary solution.

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 in accordance with our positive behaviour policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will offer parents support and take a mindful and considerate approach when 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 Trust 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 the headteacher. At every review, it will be approved by the Advisory Body.

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

- This policy is linked to our:
- Positive behaviour policy
- Equality policy
- Anti-bullying policy
- Complaints policy