



The Shade Primary School

Uniform Policy

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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 age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

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 or 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/carers 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to need 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/carers' 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 items with distinctive characteristics to low-cost and/or long-lasting items
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers 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 or without school logo
- White polo shirts
- Grey trousers or shorts
- In Reception children can wear dark grey jogging bottoms to support independence
- 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 & shoes
- 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](#)

We stock some uniform however will ensure that uniform orders are placed termly giving parents the option of free postage.

Pre-worn and nearly new 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

5. Expectations for our school community

5.1 Pupils

Pupils are expected to 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 (if required).

Pupils are encouraged to 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.

5.2 Parents and carers

Parents/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/carers 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/carers are also 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 will work closely with parents/carers 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 in accordance with our positive behaviour policy, children may be offered the loan of correct uniform for the day.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff 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/carers 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