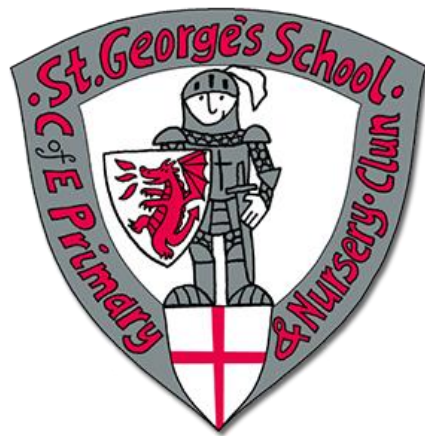


School Uniform Policy



Draft Policy September 2022 LAB Board for review/adoption 10.10.22

Last reviewed on: December 2023

Next review due by: December 2024

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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:

- 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 at times)
- 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 head teacher, Mrs R Manning, 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, without the requirement for a branded item.
- Provides the best value for money for parents/carers, by not specifying branded items must be purchased

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as a fleece and book bag

- 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
- 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
- Considering alternative methods for signaling differences in groups for interschool competitions, such as providing a school tracksuit for these events.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items, in our uniform swap shop.
- 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

Our school uniform is a combination of red and grey.

Our Uniform

- Grey trousers, shorts, skirt or pinafore.
- A white or red shirt or t-shirt.
- A red jumper or cardigan.
- In summer – red gingham or striped dress or grey shorts.
- Black school shoes
- PE & Games: red or white vest or t-shirt, black shorts, trainers or pumps.
- Swimming: a swimsuit or trunks (above the knee in length).
- Tracksuits or similar are a useful addition for outside PE sessions and may be kept in school in a PE bag.
- A book bag & or rucksack
- Jewellery: stud earrings only, no other jewellery unless for religious or cultural symbols
- No makeup, including nail varnish.

4.2 Where to purchase it

Parents can purchase grey, red and white uniform from a variety of shopping retailers.

Parents may choose to purchase a jumper, fleece or book bag with a school logo, however this is not a requirement of the school. Items with a logo can be purchased from <https://www.impacttrading.co.uk/stgeorges>

Parents may wish to pass to the office any items of uniform that are unwanted or outgrown. These are kept and used as a uniform swap shop, provided to parents at no cost.

If there is no suitable uniform available in the school uniform swap shop, then school can make a referral for families to Little Stars Uniform Support who can provide free school uniform for any family on a school referral.

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
- 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 the head teacher, Mrs R Manning, 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 head teacher, Mrs R Manning, 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 head teacher, Mrs R Manning.

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 Local Academy Board (LAB)

The LAB 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 yearly.

At every review, it will be approved by the LAB

7. Links to other policies

This policy is linked to our:

- Behaviour policy

➤ Equality information and objectives statement

➤ Anti-bullying policy

➤ Complaints policy