

# Battle and Langton Church of England Primary School



## Uniform Policy

<b>Policy Title</b>	Uniform Policy
<b>Purpose and Scope of Policy</b>	The policy outlines policy for school uniform at Battle and Langton CEP School
<b>Related Polices</b>	Behaviour policy Health and Safety Policy
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<b>Approved By</b>			
Headteacher	Simon Hughes	<i>Signature</i>	22/05/2023
Chair of Governors	Adrian Davis	<i>Signature</i>	22/05/2023

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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

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 Mr. Simon Hughes (Headteacher) 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
- › Considering cheaper alternatives to school-branded items
- › 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

As part of our school policy and ethos, every child should wear the school uniform and P.E. and games kit. In coming to this school, it is automatically expected that parents will adhere to this policy. We reserve the right to forbid items of clothing, accessories and footwear that we deem to be dangerous in school to the individual or others.

Under no circumstances are items of jewellery including bracelets, rings or earrings to be worn. Small studs only will be accepted, which will need to be removed or covered for PE. Long hair should be 'tied up' when necessary for health and safety reasons. Only 'functional' hair accessories are permitted and hair gel is not allowed.

We ask that watches, including smartwatches and similar internet enabled devices are not worn in school. Every classroom has a clock accessible for children.

### **Standard Uniform:**

#### **Upper half:**

- White Blouse/Shirt or White/Red polo shirts
- School sweat shirt / cardigan (or plain red equivalent)
- Red fleece jacket (optional for outdoor wear)
- Red and white gingham dress

#### **Lower half:**

- Grey or black Skirt/Pinafore
- Grey or black trousers (Not joggers or leggings)
- Grey or black shorts

#### **Feet:**

- White/Red/Black/Grey socks or tights Black shoes or ankle boots (no knee high boots, open-toed sandals, heeled shoes or trainers)

### **P.E. and Games Kit:**

#### **Indoor Kit:**

- A plain white T-shirt, or white school PE top
- Black gym shorts

#### **Outdoor kit:**

#### **As above except:**

- **Trainers are permitted for outdoor games.**
- **A plain black track suit should be worn for outdoor games in colder weather by all children.**

## **4.2 Where to purchase it**

Branded school items are available from Superstitch <https://www.superstitch86.co.uk/>

We do not insist on branded uniform items and plain equivalents can be purchased from any high street or supermarket retailer.

The school maintains a stock of second-hand uniform. Parents can contact the school office should anyone require support in sourcing uniform.

## 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 Mr. Simon Hughes (Headteacher) 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 Mr. Simon Hughes (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 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 Mr. Simon Hughes (Headteacher)

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 Governors

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
- › 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 at least every four years by [the Headteacher. At every review, it will be approved by the Full Governing Board.

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

This policy is linked to our:

- Behaviour policy
- Health and Safety policy