



# **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 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)
- 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 a member of senior leadership team who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of school uniform

Georgian Gardens 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:

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- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible: for example, by only asking that jumpers and cardigans are logoed and not requiring that white polo shirts display the school logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as school book bags.
- 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 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, for example the school providing specific kit for netball or football matches.
- 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**

## **Every Day Uniform**

- Navy blue tailored school trousers, long or shorts
- Navy blue pinafore dress or skirt
- Navy blue V-neck jumper or cardigan (Embroidered Logo\*)
- White polo shirt (Embroidered Logo optional)
- Black shoes, with a sensible height heel (no open toe, boots or trainers)
- Socks – black, white, grey or navy
- Tights (grey or navy)
- In the summer pupils may wear red and white checked dress

## **PE**

- Red shorts
- House coloured t-shirt (Embroidered Logo\*)
- Plain trainers (not plimsolls) for outdoor use – KS1 & KS2 (summer term for Reception).
- Drawstring bag (not a plastic carrier bag)
- Football boots are not compulsory but may be bought if desired for KS2.
- Unbranded plain tracksuit for winter PE ( preferably Navy or Black)
- You will need to provide swimming kit for your child in Year 4

## **General**

### **Jewellery**

Only one set of plain stud earrings are allowed, no other jewellery is permitted. Earrings must be removed for PE. If they are recently pierced then you must supply tape for them to be covered.

### **Art**

Please provide an old shirt to be used for painting activities for KS1 and KS2.

### **School Bags**

Due to space we request that Reception/KS1 children only bring their book bag, PE Kit and lunchbox. KS2 may also bring a small rucksack if necessary.

### **Hair**

Hair must be tied back if beyond collar length and no unnatural colouring/bleaching or 'extreme' hairstyles. Hairclips/bands or bows should be small and solely for the purpose of holding the hair in place and they must be in school uniform colours – black, navy and red.

### **Hats**

Plain sun hats maybe worn and are encouraged in summer months

### **Footwear**

Appropriate flat, black coloured shoes are to be worn. No open toe sandals, boots or trainers are allowed.

### **Coats**

Please ensure your child has a warm coat that they can use for school. There is no expectation on type or style, but you may wish to think about your child being seen on their way to and from school – for example coats with reflectors.

**Parents should ensure that all items of clothing are labelled to help their child to take care of their items and avoid the need for unnecessary replacements.**

## **4.2 Where to purchase it**

\*Embroidered items are available from the school's online uniform shop:

[www.schooltrends.co.uk](http://www.schooltrends.co.uk)

If you prefer to buy locally:

Ricara Workwear and School wear in Arundel Road, Littlehampton

All other items on our uniform list are available at most major super markets in their school uniform department.

Our school runs second hand school uniform sales once a term, where high quality wear can be purchased for a much cheaper price. Details are sent out to families in the school Newsletter. We also recognise the importance of this in terms of sustainability and ask that all parents who are able donate any unwanted items of clothing once their children have outgrown them.

### **4.3 Additional Support for families on low incomes.**

All pupils who are entitled to Pupil Premium are entitled to one free jumper and one free PE T-shirt each year ( if a replacement is needed). This is funded through our pupil premium funding.

## **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 the 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 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 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 a phone call home from a member of staff.

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 every three 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
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy