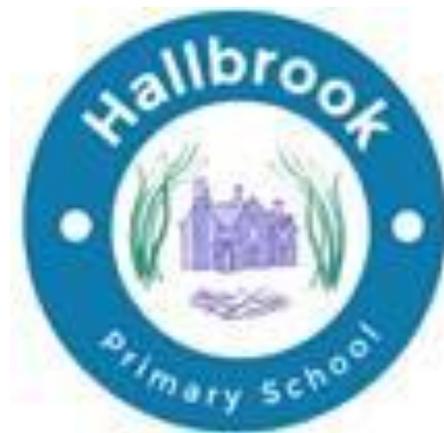


# Uniform Policy

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Hallbrook Primary School



## **Contents:**

### Statement of intent

1. [Legislative framework](#)
2. [Cost and availability](#)
3. [Religious clothing](#)
4. [Equality](#)
5. [Complaints and challenges](#)
6. [Non-compliance](#)
7. [School colours](#)
8. [Boys' uniforms](#)
9. [Girls' uniforms](#)
10. [PE kits](#)
11. [Footwear](#)
12. [Other Useful Items](#)
13. [Jewellery](#)
14. [Hairstyles](#)
15. [Make-up](#)
16. [Labelling](#)
17. [Policy review](#)

## Statement of intent

Our policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire.

Hallbrook Primary School is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

Signed by:

**Headteacher**



**Date:** 9<sup>th</sup> June 2017

**Chair of Governors** *A. Gelsthorpe*

**Date:** 9<sup>th</sup> June 2017

## **1. Legislative framework**

1.1 This policy has due regard to statutory legislation and national guidance, including, but not limited to the following:

- The Education and Inspections Act 2006
- The Education Act 2011
- The Human Rights Act 1998
- The Equality Act 2010
- DfE (2014) 'School Admissions Code'
- DfE (2013) 'School uniform'

## **2. Cost and availability**

2.1. Under the School Admissions Code 2014, the school must ensure that "policies around school uniform or school trips do not discourage parents/carers from applying for a place for their child"<sup>1</sup>.

2.2. Hallbrook Primary School is committed to fulfilling the DfE's recommendations on costs and value for money. Every care has been taken to ensure that our uniforms are affordable for all current and potential pupils, and that the best value for money is secured through reputable suppliers.

Hallbrook Primary School negotiates with multiple suppliers to obtain the best value for money. Any savings negotiated are passed to parents/carers where possible.

2.3. The school does not enter into exclusive single supplier contracts or cash-back arrangements.

2.4. The school does not amend uniform requirements regularly and takes into account the views of parents/carers and pupils when considering changes to school uniforms.

2.5. Where wholesale changes are required, the school ensures that assistance is provided to parents/carers struggling to meet the associated costs.

## **3. Religious clothing**

3.1. Some religions and beliefs require their members to conform to a specific dress code. Hallbrook Primary School does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow most religious requirements to be met.

3.2. Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Headteacher and Governing Body, and always in accordance with the school's Complaints Policy.

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<sup>1</sup> DfE (2014) 'School Admissions Code', para 1.8

## **4. Equality**

- 4.1. The school is required to ensure that the Uniform Policy does not discriminate unlawfully.
- 4.2. Every step has been taken by Hallbrook Primary School to ensure that the cost of girls' and boys' uniforms are not disproportionate.
- 4.3. Pupil's identifying as a member of the opposite sex are able to adapt uniform regulations in line with the school's Transgender Policy.

## **5. Complaints and challenges**

- 5.1. The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy. Parents/carers can lodge complaints via the school office.
- 5.2. When a complaint is received, the school works with parents/carers to arrive at a mutually acceptable outcome.
- 5.3. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular medical, social and/or cultural circumstances.

## **6. Non-compliance**

- 6.1. Teachers are permitted to discipline pupils for breaching the Uniform Policy, in accordance with the school's Behaviour Policy.
- 6.2. The Headteacher, or a person authorised by the Headteacher, is permitted to ask a pupil to briefly go home to remedy breaches of the school's Uniform Policy.
- 6.3. When deciding whether to allow a pupil to return home, the school takes into account the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents/carers.
- 6.4. Where a pupil has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'.
- 6.5. If a pupil repeatedly breaches uniform rules or takes longer than necessary to rectify the absence, the absence will be counted as 'unauthorised'.
- 6.6. Parents/carers are notified in all cases.

## **7. School colours**

- 7.1. The school colours are:
  - Navy sweatshirts / cardigans
  - Emerald green polo shirts
  - Grey trousers / shorts / skirts or Emerald green and white gingham dress

## **8. Boys' uniforms**

8.1. Boys' uniforms are as follows:

- Grey trousers / shorts
- Emerald green polo shirt with / without school logo
- Navy sweatshirt with / without school logo
- Grey / black socks
- Black shoes (no trainers)

## **9. Girls' uniforms**

9.1. Girls' uniforms are as follows:

- Grey skirt / shorts / trousers or Emerald green and white gingham dress
- Emerald green polo shirt with / without school logo
- Navy sweatshirt / cardigan with / without school logo
- White socks or Grey tights
- Black shoes (no trainers)

## **10. PE kits**

10.1. PE kits are as follows:

- Navy shorts
- White t-shirt with / without logo
- Indoor plimsolls
- Suitable outdoor footwear

10.2. Parents/carers are responsible for ensuring their child brings their PE kit to school when needed.

## **11. Footwear**

11.1. Black shoes should be worn. Pupils are not permitted to wear trainers or boots. If a pupil needs to wear wellington boots or warm boots to travel to school in comfort, they must have their normal school shoes with them to change into.

11.2. Block heels of no more than 3cm may be worn.

## **12. Other Useful Items**

12.1. Other useful items are as follows:

- Navy book bag with logo
- Navy PE bag with logo
- Navy summer cap with logo
- Navy tracksuit (unbranded)

## **13. Jewellery**

13.1. One pair of stud earrings – no other piercings are acceptable.

- 13.2. Pupils are not permitted to wear any other jewellery in the school grounds, due to health and safety risks.

## **14. Hairstyles**

- 14.1. Hallbrook Primary School reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance.
- 14.2. Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.
- 14.3. Pupils with extreme hairstyles, such as cornrows, may be exempt from the rule above on racial or religious grounds, taking into consideration each individual person's scenario.
- 14.4. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.
- 14.5. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

## **15. Make-up**

- 15.1. Hallbrook Primary School does not consider make-up appropriate and pupils are not permitted to wear any such products; however, there may be exceptions in extreme circumstances, at the headteacher's discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage).

## **16. Labelling**

- 16.1. All clothing and footwear should be clearly labelled with the pupil's name.

## **17. Policy review**

- 17.1. This policy is reviewed every two years by the Chair of Governors and the Headteacher.
- 17.2. The scheduled review date for this policy is June 2019.