

SUCCESS  AT



# Hallbrook Primary School

## Uniform Policy

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| Approved/reviewed by                                       |                       |
| Hallbrook Local Governing Committee<br>19 November 2024 v1 |                       |
| Date of next review  | November<br>2027      |
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This policy is reviewed 3-yearly to ensure compliance with current regulations.

| <b>Version</b> | <b>Date</b>   | <b>Updated by</b> | <b>Summary of changes</b> |
|----------------|---------------|-------------------|---------------------------|
| V1             | November 2024 | Headteacher (TB)  | New 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, 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 or gender.
- Allow pupils to wear headscarves and/or other religious garments/jewellery
- 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, 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 need 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/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 any items with distinctive characteristics where possible
- Considering cheaper alternatives to school-branded items, such as plain, school coloured alternatives
- 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 extra-curricular activities
- 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/carers 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**

- Grey Trousers/ Shorts/Skirt/Pinafore Dress
- Emerald Green and White Gingham Dress
- Emerald Green Polo Shirt with or without the school logo
- Navy Blue sweatshirt/cardigan with or without the school logo
- Grey/Black/White socks or grey tights
- Predominantly black shoes (no heels and school reserve the right to deem a shoe is not appropriate)

Please Note:

- No other jewellery is to be worn in school (unless for religious reasons);
- No make-up, including nail varnish, is to be worn in school;
- Please do not purchase designer labels.

### **PE KIT**

School colours should be worn for PE.

We ask that children have;

- Navy Shorts, leggings or jogging bottoms.
- White T-Shirt with or without school logo
- Suitable Outdoor Footwear- trainers

The school provides team strips sports kits for children representing the school in inter school competitions. We ask that kits are washed and returned to school after the event.

### **Other Items**

- Navy Book Bag
- Navy PE bag
- Navy summer cap
- Navy tracksuit – unbranded

### **Jewellery**

If your child's ears are pierced, then plain studs may be worn. Earrings should be removed for PE, or taped up by the child if during the 6 week healing period. Following this time, earrings should not be worn. All watches and jewellery must also be removed for PE lessons. No other jewellery should be worn (unless for religious reasons),

## **Hairstyles**

Hallbrook Primary School reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.

## **Make-up**

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 certain circumstances, at the Headteacher's discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage, special days like Children In Need dressing up etc)

## **Where to Purchase**

We are proud of our uniform - it is smart and gives our children a sense of school identity. Parents and carers can obtain school logo uniform from Gascoigne Clothing. Plain clothing is widely available from high street retailers, including supermarkets.

You can order you uniform online directly from our chosen supplier by clicking the link below. If you would like any further information then please speak to the school office.

[www.gascoigneclothing.com](http://www.gascoigneclothing.com)

You will need to enter the user password which is Hallbrookuniform.

Please remember to name each and every item of your child's uniform.

Lost property can be found in the main entrance.

## **Support available for uniform**

We recognise the need to support parents who may not wish to buy new uniform or who are unable to afford it. The school has support in place to ensure all children can access the uniform they require. Please contact the school office if you require any support with the cost of uniform. At the end of the year, we offer the chance to purchase second hand 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)

Parents/carers are 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/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 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/carers to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. Children at Hallbrook Primary School will not be sent home if they breach Uniform Policy and will not be disciplined for non-compliance. Instead, members of the SLT will meet with parents/carers to discuss what the reasons are for non-compliance and then seek a way forward that works for everyone.

Teachers are expected to raise concerns re the breach of the Uniform Policy with SLT and not the individual child. SLT will advise next steps. 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/carers 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 3 years by the Headteacher and senior leadership team. At every review, it will be approved by the Local Governing Body.

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

This policy is linked to our:

- **Equality Statement:** Ensures the uniform policy is fair and inclusive.
- **SMSC Policy:** Reflects school culture and values.
- **Relationships, Sex Education Policy:** Promotes respect and equality.