SLEDMERE PRIMARY SCHOOL
UNIFORM POLICY

Document Control Table

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Document History

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5/9/2024	ER	Change in Author name and Chair of Governors.
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1. Aims

This policy aims to:

- set out the school's approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers;
- explain how the school will avoid discrimination in line with our legal duties under the Equality Act 2010;
- clarify expectations for school uniform.

2. The 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.

In order to avoid discrimination, the 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 school reserves 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 (as deemed by the school leadership team) 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 the policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher (on 01384 476150), who can answer questions about the policy and respond to any requests.

3. Limiting the Cost of School Uniform

Sledmere Primary School has a duty to make sure that the uniform required is affordable and is in line with statutory guidance from the Department for Education on the cost of school uniform. This is of even more importance to Sledmere due to the current economic climate and as the school is based in an area of deprivation, with school Pupil Premium figures always sitting at around 35%.

The school understands 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.

Therefore, the school will make sure its school uniform:

- is available at a reasonable cost;
- provides the best value for money for parents/carers.

The school will do this by:

- carefully considering whether any items with distinctive characteristics are necessary;
- limiting any items with distinctive characteristics where possible;
- limiting items with distinctive characteristics to low-cost or long-lasting items;
- considering cheaper alternatives to school-branded items 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 leveller;
- avoiding different uniform requirements for different year/class/house groups;
- avoiding different uniform requirements for extra-curricular activities;
- considering alternative methods for signalling 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 Sledmere Primary School's uniform:

- cardigan/ jumper – Navy blue (Cardigans/ jumpers with the school logo are available but not a requirement, see details below);
- skirt/ pinafore/ trousers – grey or navy;
- blouse/ polo shirt – white;
- blue school summer dresses/ grey shorts may be worn in the summer months;
- plain Black/navy Shalwar and Kameez without patterns or decorations;
- socks/ tights – black/ grey;

- shoes – low-heeled, black (No trainers);
- coat;
- bag/ book bag is advised.

PE Kit

- Navy blue t-shirt with school badge
- Black shorts/skirt or black leotards
- Black pumps
- In cold weather, children will be allowed to wear plain Joggers and sweatshirts (no logos).

These should be kept in a named 'PE kit bag'. We encourage children to be responsible for their own kit. The uniform and PE kit can be bought from Crested School Wear in Dudley.

For PE sessions, to ensure the health and safety of all children, jewellery must be removed. Stud earrings which cannot currently be removed must be covered with plasters.

Swimming Kit

Parents/ carers will be informed if their child is going swimming in advance of their first lesson. The kit required for swimming is based on the requirements of and risk assessments carried out by the leisure centre who provide the lessons.

These are:

- shorts which do not go past the knee or a one-piece swimming costume;
- a swimming cap for those with long hair (these can be borrowed from school or provided from home if you wish)
- a towel;
- no jewellery can be worn.

Jewellery, Hairstyles, Make-up and Fingernails

In line with school risk assessments, no jewellery is to be worn other than stud earrings and a watch (no smart watches).

Pupils are allowed to have long hair (though school reserves the right to ask for this to be tied back), with all pupils able to style their hair in the way that is appropriate for school (as deemed by the school leadership team) yet makes them feel most comfortable. Pupils are not permitted to have their hair dyed. Patterns and tramlines are not allowed also.

Pupils are not permitted to wear make-up, nail varnish or false nails in school. Fingernails must be kept at an appropriate length (so as to ensure all children can take part in PE without the possibility of injuring themselves or others).

4.2 Where to Purchase School Uniform

Jumpers/ cardigans and with the school logo and personal PE kits are available from:

Crested School Wear Dudley
Churchill Shopping Centre
Dudley
DY2 7BL
01384 918330

All other uniform and non-branded cardigans and jumpers can be purchased from any high-street retailer.

Good quality second-hand uniform can be purchased from Sledmere' s
'Pre-Loved' Uniform Shop at a minimal price. This can be accessed on request and is also be available at parent consultations.

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 (unless otherwise informed).

Pupils are expected to contact the Head 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 Head 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

As always, 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. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with a member of the Head or Deputy Head, who will deal with ongoing breaches of the uniform policy, if the situation doesn't improve.

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 local governing board will review this policy and make sure that it:

- is appropriate for the 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.

6. Monitoring Arrangements

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the Local Governing Body for Sledmere Primary School.