



Water Hall Primary 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:

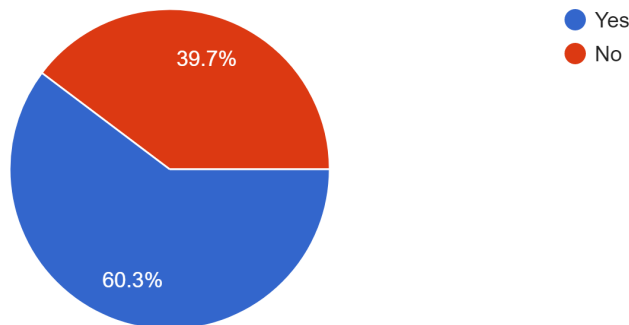
- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right 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 Mrs Howson, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

In June 2021 (prior to Government guidance) we surveyed our families to seek opinions about our current uniform. Uniforms varied and some families had commented on the cost of sweatshirts which could only be purchased via the school office.

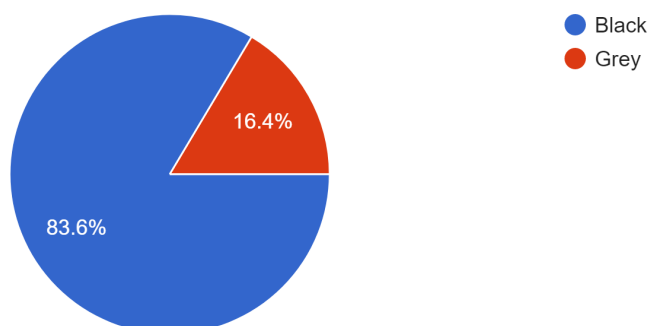
Would you prefer a non branded, non logo school uniform (all available from the supermarket i.e. Asda)?

73 responses



Do you prefer black or grey for the bottom half of clothing? Skirt, trousers, shorts, joggers or leggings?

73 responses



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 have a varied demographic with 50% of our pupils eligible for Pupil Premium and many other families that have financial difficulties and large families. We have taken the views of our families into account when putting together the uniform expectations. 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 have removed the need for these unique items within our policy and also allow for a transition period from items with a logo to those without.

We have made sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We have done this by:

- Removing any items with distinctive characteristics
- Removing 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
- Reducing different uniform requirements for PE activities
- 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

Daily uniform for all genders

- White Polo Shirt
- Royal Blue / Cobalt Blue Jumper / Sweatshirt / Cardigan
- Black trousers (not leggings), black skirt (**no tube skirts**) or black pinafore dress
- Black tights or black socks

Summer months only

- Blue Gingham dresses with white socks or white tights
- Black shorts (not sports shorts)

Headwear

Headscarves, if worn, should be black and should not require a pin or brooch to secure it. They should not have any decorations. It should fit close to the head and not hang loose. Any hair accessories e.g. headbands, bows,

clips, should be functional and not cause any distraction.

PE:

- Light blue crew neck t-shirt (plain, non logo, emblems etc.)
- Black jogging bottoms / Black leggings / Black shorts (**non branded/no logo/ cycling shorts can be worn but must be an appropriate length**)
- Black Jumper (**no hoodies, non branded/no logo**) ***This is optional***
- Black socks
- Trainers (can be their normal outdoor shoes)

Children wear their PE kit to school on their PE day.

Swimming:

- A one piece swimsuit or swimming trunks.
- Towel
- Goggles, if required
- Swimming hat £1 purchased for school or any other retailer

EVERY child will need:

- a book bag that is brought into school daily- **these can be bought from ASDA, but we also have a number in stock in school, no branding necessary.**
- plimsolls (or suitable shoes) to be worn indoors
- appropriate outdoor shoes for use at break time and lunchtime i.e. trainers (not wellies)

Branded items with logos can still be worn as uniform up until July 2023. It will be in September 2023, when we fully transition to non branded jumpers/ cardigans.

We have some jumpers and cardigans with the logo on in school which are sold at a reduced cost.

There are no expectations around coats, only that children wear a suitable warm coat to school.

Hair long enough to be tied back should always be tied back, with plain hair accessories. Hair accessories should be functional and not decorative. We ask that hair should always remain its natural colour

Nail varnish or make up is not to be worn. We will ask for removal of nail varnish and/or false nails.

Jewellery

Pupils are not permitted to wear jewellery in school.

The exceptions to this rule are:

- A suitable watch that will not interrupt learning or cause distraction
- Single ear-ring studs in pierced ears
- Small items of jewellery for religious observance, with permission being sought and agreed first

If your child has pierced ears, earrings should be studs only and must be removed for all PE lessons or covered with tape.

Staff are not allowed to remove earrings, pupils will need to do this independently or not wear them at all on P.E. days. Staff cannot take responsibility for the loss or safekeeping of jewellery.

4.2 Where to purchase it

Our uniform can be purchased from any supermarket or high street retailer.

The school office sell the following items:

- Plimsolls
- Book bags
- Swimming hats
- Water Bottles

We welcome donations of good quality second hand uniforms which we will sell at a low cost to raise funds for the school.

We also have new uniform donations from charitable organisations that we pass onto families in need.

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 Mrs Howson 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 Mrs Howson 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 wearing 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. Stickers will be added to home communication books to remind parents of the expectations.

Ongoing breaches of our uniform policy will be dealt with by Mrs Howson or Miss McGuire, in line with our behaviour policy.

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 AIB 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 4 years by Mrs Howson. At every review, it will be approved by the Academy improvement Board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy

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