



# School Uniform Policy

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## **Contents:**

### Aim of the Uniform Policy

1. [Legal Duties under the Equality Act 2010](#)
2. [Limiting the cost of school uniform](#)
3. [Expectations for school uniform](#)
4. [Expectations for school community](#)
5. [Monitoring and review](#)
6. [Links to other policies](#)

## **Aims of the School Uniform policy**

This policy:

- Sets out our approach for requiring a uniform that is of reasonable cost and offers the best value for money, for parents and carers.
- Explains how we will avoid discrimination in line with our duties under the Equality Act 2010.
- Clarifies our expectations for school uniform.

## **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 the headteacher, who can answer questions about the policy and respond to any requests

## **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 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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible, for example, by only asking that the school jumper/cardigan, worn over the jumper, features the school logo
- 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 and/or interschool competitions.

- 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

## Expectations for school uniform

### 3.1 Our school's uniform

Branded items required are:

- Maroon crewneck **or** sweatshirt **or** cardigan bearing school logo

Non branded items required are:

- White or maroon polo shirt **or** white blouse/shirt
- Grey or black trousers, skirt, pinafore dress or shorts
- Dark coloured school shoes (trainers are not suitable)
- Weather appropriate coat (any colour)
- PE kit – White plain T-shirt
- PE kit – Dark coloured plain shorts
- PE kit – Socks
- PE kit – Plimsols
- PE kit – Dark coloured jogging bottoms (outdoor use)
- PE kit – Trainers (outdoor use)

Optional branded items available:

- White plain T-shirt with printed logo (for use during PE)
- Black crewneck sweatshirt bearing school logo (for use during PE)

Jewellery and hair:

- We allow pupils to style their hair in a way which is appropriate for school yet makes them feel most comfortable
- We allow pupils to wear headscarves and other religious or cultural symbols
- Watches should not be smart watches and not linked to mobile phones
- Rings, necklaces and bracelets must not be worn and there are restrictions on earrings as these items are a hazard in school:
  - Wearing of jewellery can result in tearing or piercing of flesh
  - There is a potential for injury to the wearer due to inadvertent contact of jewellery with other people, clothing etc;
  - There is a risk to other people especially at playtimes and PE lessons where injury could occur due to contact with jewellery worn by another person;

- There is a risk of injury to the wearer from removing tape used to cover jewellery if the tape pulls the jewellery as it is removed. Some people can have an allergic reaction to plasters or adhesive tape and this needs to be considered.
- The wearing of earrings in school is discouraged. If parents/carers opt for their child to wear earrings they must be small plain gold/silver studs only; hoops and large or dangly earrings are not permitted. Only one pair of small studs is allowed to be worn in school.
- If a child has had their ears pierced and they are still within the 6 weeks healing period where they cannot take them out, they will need to be taped up for PE before school until the 6-week period is over. This is on the understanding that parents take responsibility for sending their child with earrings in, should their child have an injury as a result of having earrings in.
- Jewellery may be worn if required for medical reasons, e.g. a medical bracelet. In these circumstances parents/carers must apply in writing to the Headteacher.

### 3.2 Where to purchase the uniform

The majority of our uniform is available to purchase from retail clothing outlets which stock school uniform collections. The nominated sole supplier for items bearing the Ralph Butterfield Primary School logo, such as sweatshirts and cardigans, is '**Schoolshop**'; additional details of how to order from Schoolshop will be shared with parents/carers as part of our admission paperwork and shared on the school website.

Our Parent Teacher Association (PTA) organise 'pre loved' (second hand) uniform sales, which take place in the school playground and see items priced from £1. Upcoming pre-loved uniform sales are advertised in the school newsletter.

Parents/carers are encouraged to have a conversation with the school should they be having any difficulties with costs.

### 3.3 Example costings (costings accurate June 2024, based on local supermarket prices)

	Schoolshop	Supermarket Brand
<b>Sweatshirt</b>	£9.95 – £13.00 (with logo)	£4-£9 (two pack)
<b>Cardigan</b>	£10.95 – £14.00 (with logo)	£4-£10 (two pack)
<b>Polo shirt</b>	£7.95 – £8.95 (with logo)	£3-£5 (two pack)
<b>Trouser</b>	£13-14	£7-£11 (two pack)
<b>Skirt (pleated)</b>	£15	£8-£12 (two pack)

## Expectations for our school community

### 4.1 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 stated)

## **4.2 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 our headteacher if they would like 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.

## **4.3 Staff**

Staff will work with pupils and parents/carers to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, whilst showing understanding of individual circumstances. Staff will follow up with a senior leader if an ongoing 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.

## **4.4 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.

## **Monitoring and review**

This policy will be reviewed annually, by the headteacher, and subsequently approved by the governing body.

Any changes to this policy will be communicated to all relevant stakeholders.

The scheduled review date for this policy is July 2025.

## **Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Antibullying policy
- Complaints policy