



HOLY TRINITY CE PRIMARY SCHOOL

*Strength for today,
Bright hope for tomorrow*

Policy: Uniform

This Review: June 2022

Next Review: June 2024

Frequency of Review: Bi-Annually

Responsible Committee: Full Governing Body

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Our Vision

Isaiah 40: 31

Those who have hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint.

Our school vision is rooted in the book of Isaiah chapter 40 verse 31 which tells us that those who have hope in the Lord will renew their strength.

Our hope in God leads us to have high aspirations for our learning community. We value the uniqueness of each child, made in the image of God, and seek to provide a holistic, enriched curriculum and pastoral care, empowering everyone with the strength, knowledge and wisdom to succeed and flourish.



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 (see colours specified below) and other religious or cultural symbols e.g. a small crucifix
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Executive Headteacher or Head of School, who can answer questions about the policy and respond to any requests

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 on the cost of school uniform.

We understand that items with distinctive characteristics, such as branded items, such as the school logo 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 ask that parents do not purchase expensive branded items where they have been given the option to buy generic brands, so that the uniform continues to protect disadvantaged pupils from stigma and all pupils from the pressures of consumerism.

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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, 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 leveler
- Avoiding different uniform requirements for different classes
- Avoiding different uniform requirements for extra-curricular 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

Parents can help to keep their costs to a minimum by:

- Writing their child's name on the labels of clothing, particularly those items of clothing with the school logo, so that they can be returned to the child when left around the school.
- Purchasing non-branded items where generic ones can be bought cheaper e.g. trainers, rucksacks, lunch boxes and water bottles.
- Not purchasing items such as headbands and bows that are not part of the school uniform

- Not purchasing unnecessary items for school e.g. mobile phones, pencil cases and stationery sets

4. Expectations for school uniform

Our school uniform is designed to keep costs to parents as low as possible. We do this by keeping the number of compulsory items with the school badge to a minimum. The items of uniform that do carry the school badge are deemed necessary to communicate the identity of the school and promote a sense of belonging.

4.1 Our school's uniform

Items with our school's logo that are required:

- Red sweatshirt or cardigan
- PE t-shirt in designated house colour

NB: Siblings are always in the same house to facilitate the 'handing down' of PE t-shirts.

Our branded items are made by:

UNIFORM4KIDS

1103-1105 Finchley Road
London NW11 0SB
Tel: 0208 209 0999

There are 3 ways to purchase school uniform:

1. Directly from the shop
2. On line at www.uniform4kids.com to be delivered to your home (cost for next day delivery £4.50 for orders under £25, £7.50 for orders over £25)
3. Order over the phone for delivery or to collect in store or from the school office.

Optional items with our school logo that can be purchased from www.uniform4kids.com:

- Book bag
- Rucksack

Items that can be purchased from any supplier – no school logo required:

Everyday uniform items

- Shoes – Navy blue or black (no trainers, except for PE lessons and no raised heels)
- Socks/tights - Plain navy blue, red or white
- Skirt or pinafore dress – Navy blue
- Optional summer dress – red and white chequer pattern
- Trousers - Navy blue
- Polo shirt – white with collar
- Headscarves may be worn for religious reasons, but they should be plain navy blue or red

PE uniform

- Navy shorts or navy tracksuit bottoms (plain)
- Trainers or plimsolls
- Swimming costume (no bikinis or revealing styles) or trunks. *NB: swimsuits that cover the whole body and hair are permitted.*
- Swimming hat, particularly if the pupil has long hair
- Towel for swimming

Hairstyles

- Long hair should be tied back with a hair band as a safety precaution.

Other

- The school does not have any specifications regarding outerwear, such as coats and jackets. However, parents should ensure that their child does have adequate protection from the weather.
- Baseball caps and hats may be work as protection from the weather, but must be removed when inside, unless the parent has agreed otherwise with the Executive Head or Head of School

Jewellery

NB: The school will not be held responsible for the loss of jewellery.

These items are permitted:

- Small studs or sleepers in pierced ears
- Small crucifix or other religious/cultural symbol– NB: this should not be on a long chain or cord, as this can be dangerous when playing sports or in the playground.

Other

- Parents should discuss any other adaptations that they may require with either the Executive Head or Head of School
- Rucksacks and other bags should be of a reasonable size and should not be heavy so that:
 - The pupil can carry it without discomfort
 - It can be stored safely in the limited space available – large rucksacks do not fit on pegs and become a trip hazard

4.2 Where to purchase items with the school logo

Our branded items (red sweatshirt/cardigan and PE t-shirts) are made by:

UNIFORM4KIDS

1103-1105 Finchley Road
London NW11 0SB
Tel: 0208 209 0999

There are 3 ways to purchase school uniform:

4. Directly from the shop
5. On line at www.uniform4kids.com to be delivered to your home (cost for next day delivery £4.50 for orders under £25, £7.50 for orders over £25)
6. Order over the phone for delivery or to collect in store or from the school office.

All other items are widely available from a range of retailers, including local supermarkets.

Pre-loved Uniform

- We are unfortunately unable to store large quantities of pre-loved uniform on the premises, due to the lack of space. However, there is often a small number of lost property items that are never claimed, which can be re-distributed if suitable.
- Each year, we will allow children to come to school at the end of the summer term in their own clothes, so that any uniform that parents wish to donate can be washed and handed in. These non-uniform days will be advertised each year, so parents know when they are. This will start in July 2023.
- At the beginning of the following autumn term, we will have a stall in the playground or hall, where parents can collect pre-loved items if they need them.
- We will ask parents to ensure that any donations are washed and in decent condition before donating them.

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 the Executive Head or Head of School 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 the Executive Head or Head of School 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 in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Executive Head or Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Executive Head or Head of School. 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 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 2 years by The Executive Head and Head of School. At every review, it will be approved by the full governing board.









