

# FOREST VIEW PRIMARY SCHOOL

## UNIFORM POLICY

### 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

### 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 Cook, 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

- Not requesting that pupils wear any distinctive characteristics including the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to school-branded items
- 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
- Considering alternative methods for signalling differences in groups for inter-school 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

## **Expectations for school uniform**

### **Our school's uniform**

- Branded items are not required. All generic items of clothing are acceptable and only the school logo is acceptable on clothing (no brand / sports logos)
- School logos on sweatshirts, cardigans and t-shirts are optional
- Generic PE uniform is acceptable
- Jewellery should not be worn for health and safety reasons this includes earrings and retainers
- Pupils may be asked to tie hair back
- Pupils are expected to have a suitable coat during colder weather
- Pupils should wear appropriate flat shoes or plain black trainers
- Nails should be kept short for health and safety purposes and nail extensions of any kind are prohibited
- Make-up is not to be worn for school
- Hair colouring should be natural

### **Where to purchase it**

- All items of generic school uniform can be purchased from high street stores and supermarkets
- If required, branded school uniform can be purchased from <https://www.initialimages.co.uk/> or <https://myclothing.com/> but this is not a necessity for any item
- Second hand uniform will be available via the school several times per year

## **Expectations for our school community**

### **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 and carers**

Parents and carers are expected to make sure their child wears the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition
- Adheres to the school policy

Parents are expected to inform school staff if there are any short term reasons for their child not being in the correct school uniform. Where a child does not wear school uniform without valid reason or repeatedly attends school without the correct uniform parents / carers may be asked to bring items to school for the child to change into or they may be issued with uniform to wear during the school day.

Parents are also expected to contact Mrs Cook 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:

- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

### **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 headteacher 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.

### **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.

\*Adjustments may be made for religious purposes.

### **Pupils should wear**

- Grey sweatshirt / cardigan
- Dark grey trousers (not joggers or leggings) / smart dress shorts / skirt / pinafore dress
- White polo t-shirt
- Blue and white gingham dresses (Summer time)
- Black shoes (no heels) or plain black trainers
- Plain white, black or grey socks if visible

### **For PE**

- A **plain** white t-shirt or one with the school logo
- **Plain** navy blue or black sports shorts (not cycling shorts). The length of the shorts should not restrict the child's activity.
- Trainers (any colour) or plimsolls
- **Plain** black, navy or grey jogging bottoms (not leggings)

**\*Please note that the only logo / branding allowed is the school logo.**

### **Monitoring arrangements**

This policy will be reviewed every two years by Mrs Cook. At every review, it will be approved by the full governing board.

### **Links to other policies**

This policy is linked to our:

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

Reviewed and approved by governors 7.6.24