

School uniform policy

Hever CE Primary School



Approved by:

Headteacher: Mrs H Bligh

Co-Chair Governors: Ms B Harris

Date: July 2023

Next review due by: July 2026

Contents

1. Aims	2
2. Our school's legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	4
5. Expectations for our school community	6
6. Monitoring arrangements	7
7. Links to other policies	7

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.

- Allow pupils to wear headscarves and/or other religious garments.
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Bligh, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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, 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 items with distinctive characteristics to low-cost and/or long-lasting items, such as ties.
- Avoiding overly prescriptive 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.
- Considering alternative methods for signaling 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 Our school's uniform

Winter Uniform

- Navy knitted V-neck jumper/cardigan – either plain or with school logo (order from Philip Man's)
- Plain white shirt (not polo)
- School tie
- Long grey 'school' trousers / grey skirt / grey pinafore
- Plain grey, navy or white socks / grey or navy tights
- School coat or plain dark coat (waterproof)
- Black or navy school shoes (not trainer style or trainers)
- Dark woolly hat (optional) – available with school logo from Philip Man's

Summer Uniform

- Navy knitted V-neck jumper/cardigan – either plain or with school logo (order from Philip Man's)
- Plain white short-sleeved shirt (worn with tie) **or** navy/white checked shirt (worn without school tie with top button undone)
- Long or short grey 'school' trousers / grey skirt / grey pinafore
- Navy blue and white gingham summer dress
- Plain grey, navy or white socks
- School coat or plain dark coat (waterproof)
- Black or navy school shoes
- Plain navy, white or black sunhat or school sunhat

PE Kit

- School PE T-shirt: Navy with red shoulder fleck (order from Philip Man's)
- Navy shorts or Navy skorts
- Navy sport socks or red and blue hooped socks (order from Philip Man's)
- Navy tracksuit bottoms or plain navy leggings
- Hooded pullover with logo (order from Philip Man's) **or** plain navy hooded pullover (no logos)
- Trainers for outdoor use

General items

- Waterproof coat and wellies (**Year R**)
- Hi-vis jacket with school logo - **compulsory for all years** (order from Philip Man's)

School Bags

- All children require a suitable navy waterproof rucksack or bag large enough to take A4 folders and a range of books and equipment. Bags should not carry overt brand logos such as football teams etc.
- Book bag with school logo - compulsory for **years R, 1 AND 2** (order from Philip Man's).
- Navy PE bag (with or without school logo).

Please note:

- Most items can be purchased second-hand from the PTA.
- All items must be of traditional school style.
- For health and safety requirements, ties must always be tied and worn correctly.
- Long hair (girls and boys) should be tied back with discreet plain or gingham navy hairbands or hair ties.
- All clothing and shoes **MUST** be clearly named.
- Jewellery (except watches) is not permitted. Nail varnish and make-up is also not permitted.

4.2 Where to purchase it

You can find examples of the school uniform and options for purchasing online using the link below.

[Hever Primary School \(phillips-mans-shops.co.uk\)](http://phillips-mans-shops.co.uk). Non-branded uniform items can also be purchased at many high street retailers.

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 should talk to Mrs Bligh 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 should contact Mrs Bligh if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

or if they have difficulties in providing their child with the appropriate 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mrs Bligh.

In cases where it is suspected that financial hardship or other individual circumstances 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
- Considers 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 where possible and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed once a year by Mrs Bligh. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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