# School uniform policy

## Moorlands Primary School



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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 all 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, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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/carers to get in touch with Mrs. Roberts, Head Teacher, 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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

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

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
    - 3 branded items – logo is on the school jumper, polo shirt and P.E. T-shirt.
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible.
- Limiting compulsory branded items to low-cost and/or long-lasting items.
- Avoid specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoid different uniform requirements for different year groups.
- Avoid different uniform requirements for extra-curricular activities.
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Consider alternative methods for signalling differences in groups for interschool competitions, such as wearing a different coloured bib.
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consult with parents/careers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

## 4. Expectations for school uniform

### 4.1 Our school's uniform

Moorlands Primary School uniform does not require branded items; these are optional so that the cost of uniform to parents is reasonable.

Branded items that are available are school jumper, polo shirt and P.E. T-shirt.




- Although wearing of jewellery is discouraged due to health and safety risks:
- Small studded earrings are permitted, one in each ear. These need to be removed during P.E. and swimming. In P.E. tape may be used to cover the studs up.
- Smart watches / smart glasses are not permitted in school.
- Long hair needs to be pulled back in a bobble for P.E. activities.

## 4.2 Where to purchase or acquire it

- Items can be bought from any high street retailer.
- Branded items with the school logo on can be purchased from:

  SchoolClothing4U 69, Stafford St, Wednesbury WS10 7JX https://schoolclothing4u.com/

  **or** CC Uniforms Ltd 82, Kings Square, Sandwell Centre, West Bromwich B70 7NN 0121 448 9199
  www.ccuniforms.co.uk

- Any uniform that is in good condition and is no longer worn, can be donated into school for the second-hand uniform sales and will also be discussed with parents/carers joining the school as an option.
- Any parent/carers wanting to take up the opportunity of the second hand uniform please contact the school office.
- A selection of second-hand items will be kept in school; which parents can access. (Contact, Mrs. Roberts, Head Teacher or Miss Smith, Deputy Head Teacher)
- Termly second-hand uniform sales which, will be held during in Parents' Evenings and Reception Transition Evening.

## 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 Roberts, Head Teacher, 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/carers are also expected to contact Mrs Roberts, Head Teacher, 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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/carers 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 the Behaviour Policy Section 8.1.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

### 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/carers, 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 four years by Mrs. Roberts, Head Teacher. At every review, it will be approved by the full governing body.

## 7. Links to other policies

This policy is linked to our:

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