

# *Priory Junior School*

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## UNIFORM POLICY

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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 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 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 our Headteacher, 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, 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 sweatshirt features the school logo
- Considering cheaper alternatives to school-branded items, such as allowing pupils to wear plain sweatshirts that do not feature 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 groups
- Providing Year 6 pupils with a 'School Ambassador' polo shirt once they achieve this
- Providing school kit, such as sports tops, for extra-curricular activities for pupils to wear and return
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels, or colour bands
- 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

The details of our school uniform are:

#### School Uniform

Red cardigan / sweatshirt / jumper

White polo shirt

Grey or Black skirt / pinafore / trousers / shorts

Red gingham summer dress

- All branded items are optional.
- We ask that the school colours are kept to for clothing.
- Shoes should be sensible – flat, and closed toes – and black, where possible.

For PE, our uniform is as follows:

### **Indoor PE**

Red polo shirt/T-Shirt

Navy shorts

Navy jogging bottoms

Trainers

For swimming, children are expected to wear a full swimsuit or swimming shorts.

- Long hair should be tied back for PE, swimming and when using the trim trail.
- The only jewellery worn should be a simple watch (not a SMART watch), and simple stud earrings if ears are pierced. Earrings must be removed for all PE activities.
- A waterproof warm coat is needed – and should be brought each day in the Autumn and Spring term, and on those colder/wet days in the Summer term.
- Other items needed are:
  - a labelled packed lunch bag for sandwiches
  - a small bag to carry reading books to and from school

## **4.2 Where to purchase it**

The school actively seeks to provide a uniform supplier for branded items that represent good value for money, and will review this on a regular basis. Branded items can currently be purchased online from Motif8, our current supplier. A link to their site is on our website.

Unbranded items can be purchased from any 'high-street' retailer.

The school regularly collects donations of second-hand uniform which can be purchased through the school office for a low cost.

The local Methodist church also holds a local second-hand uniform sale scheme too.

## **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 Headteacher 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 Headteacher 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by our Behaviour Policy.

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 body 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 governing body 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 three years by the Headteacher. At every review, it will be approved by the Resources Committee.

## 7. Links to other policies

This policy is linked to our:

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