

# School uniform policy

St Michael's CE Primary School



*Creating a community where we learn together through respect, kindness, curiosity and faith.*

<b>Approved by:</b>	Vanessa Cummings	<b>Date:</b> Autumn 2024
---------------------	------------------	--------------------------

<b>Last reviewed on:</b>	Autumn 2024
--------------------------	-------------

<b>Next review due by:</b>	Autumn 2025
----------------------------	-------------

## Contents

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

---

### 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 schools from imposing a dress code which gives rise to direct or indirect discrimination in respect of a pupil or staff member's protected characteristics

### 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
- 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 leveller
- 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 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

School uniform is worn at St. Michael's. Children should be smart and wear the correct clothing at all times. Trainers may only be worn during PE lessons. All items of clothing and footwear must be clearly named.

Uniform is available online from Kids-Biz using the link below. Other uniform items can be purchased in local shops stocking school uniform.

#### Winter Uniform

- Grey school shorts / trousers / skirt / pinafore dress
- White blouse or shirt
- Tie
- Maroon school knitted sweater with school logo (crew, v-neck or cardigan)
- Grey blazer with school logo (optional)
- White, grey or black socks or tights
- Black, leather, low-heeled shoes

#### Summer Uniform

- Sky blue checked summer dress (optional in the summer term)
- Sky blue checked blouse (optional in the summer term, worn with a grey school skirt or shorts, without a tie)
- Sky blue checked shirt (optional in the summer term, worn with a grey school skirt or shorts, without a tie)
- Maroon school knitted sweater with school logo (crew, v-neck or cardigan)
- White, grey or black socks or tights
- Black, leather, low-heeled shoes

#### P.E. Kit

- Panelled sports polo shirt
- Panelled sports shorts or panelled sports skirt or plain navy blue shorts/skort
- Sports burgundy hoodie with logo (optional)
- Trainers for outdoor P.E.
- Navy tracksuit bottoms/leggings

#### Jewellery

In the interest of health and safety it is not advisable for children to wear jewellery to school. Small plain ear studs may be worn, but these will need to be taped over for PE. The school takes no responsibility for loss of jewellery.

## **Hair**

Whilst we take into consideration culture and religion, hair should not be at the extremes of fashion. "Extreme" – not too short, nor too long, a "number 2" is the minimum acceptable in terms of shortness, and should be blended in with hair of other lengths. No Mohicans or rattails are acceptable. "Artwork" on the scalp or eyebrows is regarded as a fashion extreme and is therefore not permitted. Hair should be one tone and be close to the individual student's natural hair tone. Primary colours are not acceptable. Hairbands, hairclips and head scarves should be strictly functional and navy blue, burgundy, light blue, black or white. For Health and Safety reasons hair over the collar and that is at a level which could cause an accident/injury to a child should be tied back at all times especially for PE and cookery.

## **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 the Headteacher.

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 annually, unless there is a statutory changes. 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