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**LINGEY HOUSE PRIMARY SCHOOL**

**HEADTEACHER: MRS C T WILKINSON**



**Uniform Policy**

**Sept 2024 – Sept 2025**



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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 a member of SLT 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/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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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

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

No items are required to be branded

##### **Uniform:**

- Navy blue sweatshirt, jumper or cardigan
- White or sky-blue polo shirt
- Grey trousers, skirt or pinafore
- Blue gingham dress (in summer)
- Black shoes or plain black trainers
- Wellies (to be kept in school)
- Book bag

##### **PE Kit:**

- Plain white t-shirt or polo shirt
- Navy shorts, leggings or jogger bottoms
- Navy school sweatshirt or jumper

**NO LOGOS OR FOOTBALL KITS TO BE WORN.**

##### **Swimming kit (Depending on Year Group):**

- Full swimming costume or trunks
- Towel
- Children will not be permitted to enter the pool if they are wearing earrings

##### **Jewellery:**

We discourage the wearing of any forms of jewellery.

- Stud earrings only
- Earrings **MUST** be removed for swimming (this is a statutory curriculum subject) - Staff are **NOT** permitted to do this
- Earrings **MUST** not be worn for PE
- Lingey House Primary School does not accept any responsibility for any injury or loss suffered where parents choose to allow children to wear earrings or any other jewellery.

#### **4.2 Where to purchase it**

Logoed items can be purchased from Logos Unlimited located on the Team Valley (close to the Retail Park) where you will be able to buy your child's uniform from stock. There are garments available to try on in the shop and, in response to parent demand, they also offer an online ordering service. Please see the link below for details of items available.

Second hand uniform is available, we hold termly swap shop. This is available to all parents and organised by Hannah our family support worker.

## **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 (unless told otherwise)
- Pupils are also expected to contact Mrs Wilkinson 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 Mrs Wilkinson 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 a member of the senior leadership team. 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 2 years by the SLT. At every review, it will be approved by the 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

**Date: September 2024**

**Review: September 2025**

**Approved by Curriculum Committee on 8<sup>th</sup> October 2024**