

# School 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 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/carers to get in touch with Mrs McDermott, 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 uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- › 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 groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- › Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- › Consulting with parents/carers 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 UNIFORM**

- › Grey/black skirts, pinafores or trousers for all children
- › Grey/black/white socks or tights
- › White polo shirts (These can be embroidered with the school logo but this is not an expectation)
- › Red sweatshirts, jumpers or cardigans (These can be embroidered with the school logo but this is not an expectation)
- › Red and white striped or checked dress during the summer time
- › Children can wear any suitable coat to school
- › Nail varnish, false, acrylic or painted nails, false tan and make up are not permitted

### **4.2 PE KIT**

- › White T-Shirts (These can be embroidered with the school logo but this is not an expectation)
  - › Black or red shorts, leggings or tracksuit bottoms.
  - › Suitable trainers
  - › School sweatshirt or jumper
- › For swimming lessons, children are required to wear appropriate swimwear (one-piece costume or swim shorts), bring a towel, and wear a swim cap for hygiene and safety.

Children are able to attend school in their PE kits on their timetabled PE day.

### **4.3 JEWELLERY**

On health and safety grounds, the only jewellery we allow to be worn in school is small studs in pierced ears.

Smart watches are not permitted in school. To ensure pupils remain focused on learning and to safeguard their privacy, children should not wear or bring any smart watches or devices capable of messaging, taking photos, recording, or accessing the internet. A simple analogue or digital watch may be worn.

In line with national safety guidance, earrings must be removed for all PE lessons, sports activities and swimming. If a child has recently had their ears pierced and the earrings cannot yet be taken out, they may be covered with medical tape before coming to school, provided that parents have signed a disclaimer (Appendix A) accepting responsibility. This arrangement is temporary and should only be used during the initial healing period, after which earrings must be removed for all physical activity.

The school recognises that some pupils may wish to wear jewellery of religious or cultural significance. We will make reasonable allowances for these items, provided they are small, discreet, and do not present a safety risk. Any religious jewellery that could pose a risk during physical activity must be removed or safely covered in line with health and safety guidance. Parents are encouraged to discuss any specific requirements with the school so that appropriate arrangements can be made.

#### 4.4 EXTREME HAIRSTYLES

To maintain a smart and consistent appearance, radical or extreme hairstyles are not permitted. This includes brightly coloured or unnatural dyes, shaved patterns, tramlines, and styles that draw undue attention or disrupt the school environment. We ask that pupils' hair is kept neat, tidy and appropriate for school. If parents are unsure whether a hairstyle meets expectations, they are encouraged to check with the school before making any changes.

#### 4.5 FOOTWEAR

Pupils are expected to wear sensible, plain black footwear, that is appropriate for the school day. Shoes should be comfortable, flat, and secure, allowing children to move safely around school. Shoes that resemble trainers may be worn but must be plain black without any brightly coloured logos/laces etc. If parents are unsure whether footwear meets the school's expectations, they are advised to check with the school before purchasing.

#### 4.6 Where to purchase it

Uniform is widely available from supermarkets. Parents wishing to purchase items containing the school logo can do so from Emblematic. This can be done online at [www.studentuniform.co.uk/farps010/](http://www.studentuniform.co.uk/farps010/) or alternatively if you visit our school office you can complete a uniform purchase form.

In school there is a wide selection of good quality preloved uniform which can be sent home with children upon parents' requests. These items are also put out each term for parents to take free of charge.

## 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
- 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 expected to contact Mrs McDermott 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 expected to contact Mrs McDermott 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.

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 Mrs McDermott.

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 Trustees

The Board of Trustees 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 annually by Mrs McDermott. At every review, it will be approved by the Board of Trustees

## 7. Links to other policies

This policy is linked to our:

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

Appendix A

**Freshly Pierced Ears – PE Disclaimer Form**

**Child's Name:** \_\_\_\_\_

**Class:** \_\_\_\_\_

In line with national health and safety guidance, earrings must be removed for all PE lessons, sports activities, and swimming sessions. As my child has recently had their ears pierced and the earrings cannot yet be removed during the healing period, I request permission for their earrings to be **covered with medical tape** during PE.

I understand and agree to the following:

- It is **my responsibility** to ensure my child's earrings are securely taped **before arriving at school** on PE days.
- The school may ask my child to sit out of PE if earrings are not appropriately taped and cannot be removed.
- This arrangement is **temporary** and only permitted during the initial healing period. Once healed, earrings must be **removed** for all physical activity.
- I accept that the school cannot be held responsible for any injury, damage, or issues arising from my child wearing earrings during PE, even when taped.
- I understand that this is an exception and does not override the school's standard PE safety policy.

**Parent/Carer Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**For School Use:**

Start date of taped-ear period: \_\_\_\_\_

Review/End date: \_\_\_\_\_

