

West Bridgford Junior School



School Uniform Policy

This policy was reviewed and agreed at the Summer 2022 meeting of the Full Governing Body. It will be reviewed again in Summer 2024.

Signed: _____ (Chair of Governors)

Date: _____

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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 Mrs Cat Bancroft (Deputy Head) 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 not making branded items of uniform mandatory
- 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 leveler
- Avoiding different uniform requirements for extra-curricular and sporting activities
- 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

Children are expected to wear school uniform each day, unless they have been told that this is not required (for example on a non-uniform day or for a school trip). If for any reason this is not possible, please speak to your child's class teacher.

Please ensure that all uniform and belongings are marked with your child's name or initials. We have huge amounts of lost property and it is very difficult to return unmarked items to their correct owner.

Children should wear:

- Black school shoes or trainers (these should be completely black, including the soles and any logos).
- Black, grey or navy school trousers, shorts, skirt or pinafore (no joggers).
- A blue or green gingham dress.
- A green polo shirt (either plain or with the school logo)
- A navy blue sweatshirt, jumper, cardigan or fleece (either plain or with the school logo)
- PE Kit: Black or navy shorts or joggers, white T-shirt and trainers or plimsolls.
- Swimming kit: A one piece swimsuit or close fitting swim shorts/trunks (board shorts, bikinis and tankinis are not suitable). If your child needs to wear something different for swimming for religious or medical reasons, please agree this with their class teacher.
- There are no specific requirements for school coats and bags, which can be any colour and style.

For health and safety reasons, jewellery is not allowed in school, with the following exceptions:

- Items worn for religious observance
- Children with pierced ears may wear plain studs to school

Please be aware that earrings cannot be worn during PE lessons and cannot be removed or covered by a member of staff. If your child has pierced ears and is not able to remove their own earrings, you will need to send them to school without them on timetabled PE days. PE is statutory. If your child arrives on a PE day with earrings and are not able to remove them, they will be unable to participate in the lesson. We therefore ask that you do not get your child's ears pierced during the school year.

4.2 Where to purchase uniform

Branded Uniform:

- Branded sweatshirts, cardigans, fleeces and polo shirts, with the school logo, can be purchased from Kit Out Clothing via their website: <https://kitoutclothing.co.uk/>

Non-branded Uniform

- Non-branded uniform can be purchased from any retailer or supermarket. Green polo shirts, in the correct colour, are currently available from Asda, Tu Clothing (Sainsburys) and Next amongst other retailers.

Pre-loved Uniform

- The school has a huge amount of pre-loved uniform that is available to parents and carers at no cost. We hold regular events where parents and carers can browse the stock. At other times, the office staff can assist with specific requests.

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)

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 Cat Bancroft (Deputy Head) 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 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.

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 governors 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.