


Uniform policy

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PARTNERSHIP OF SCHOOLS

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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 the Head of School or Deputy 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 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
- 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 groups/classes
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 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 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

All children are expected to wear full school uniform with pride.

Our uniform expectations are as follows:

- Dark grey skirt, trousers or shorts.
- White polo shirt or white button-up shirt
- Sweatshirt or cardigan bearing the Kidbrooke Park Primary School logo
- Black or grey tights
- Plain black shoes or trainers (Shoes should be flat and sturdy. Shoes which are high heeled or with thin straps are not permitted as they can be hazardous when running in the playground and do not promote good foot health).
- Blue and white gingham dress (in the summer)
- Headscarves worn for religious reasons must be plain navy blue, black or white

Our P.E. kit expectations are as follows:

- White t-shirt
 - Navy or black shorts or jogging bottoms
 - Plimsolls or trainers (children must be provided with a change of footwear from their school shoes)
- All items of clothing must have the child's name clearly marked on one of the labels, to enable us to assist in locating misplaced items.
- Children are not permitted to wear jewellery to school, except for jewellery of special religious significance. Small plain stud earrings and a watch (no smart watches) are permitted. All of which must be removed by pupils independently for PE lessons.
- Children are not to attend school with dyed hair. Long hair must be tied back for safety purposes. Hair accessories must be discreet and navy blue/grey/black.
- Children should not wear nail varnish to school.
- Shoes must be plain black and 'sensible' i.e., flat shoes that fasten and are secure on a child's foot, enabling them to engage safely in all school activities. Trainers may also be worn, but the whole trainer, including the sole and laces, must be plain black.
- School book bags and PE drawstring bags can be bought from the school office.

Children who attend school in the incorrect uniform (for example - jumper or trousers) the school will supply them with a temporary replacement for the school day; pupils will be expected to wear this. The class teacher will call home to notify you of this so the correct uniform can be worn the following day.

4.2 Where to purchase it

Most of the general uniform can be purchased from local high street stores. However, we do expect that children wear a Kidbrooke Park Primary School sweatshirt or cardigan (which can be purchased from the School Office).

The current school *prices for school logo items:

School logo embossed navy-blue sweatshirt £10.00
School logo embossed navy-blue cardigan £12.00
School logo embossed navy-blue drawstring PE bag £4.00
School logo embossed Book Bag £6.00

*Prices are subject to change based on supplier costs

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 Head of School or Deputy 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 Head of School or Deputy 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 all staff at Kidbrooke Park Primary School.

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 local school committee (LSC) 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 LSC 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, evaluation and review

The Local School Committee will assess the implementation and effectiveness of this policy. This Policy will be reviewed by the Local School Committee on a two-yearly cycle.

Policy adopted:	Autumn 2022
Other related policies:	Anti-bullying Behaviour Complaints Equality of Opportunity
Next Review:	Autumn 2024