

# St Michael's Church of England Primary School



## Uniform Policy

## Our Vision

Whoever you are, wherever you're from, whatever you believe, we welcome you into our loving, learning community. This is a place that nurtures everyone with the wisdom and resilience to face all that life brings. Each and every person has the opportunity to flourish here and achieve their God-given potential.

The Uniform Policy is to be read in conjunction with:

- Equality Act 2010
- Human Rights Act 1998
- Education (Guidance about Costs of School Uniforms) Act 2021

### **1 Introduction – 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

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- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with [office@stmcep.school](mailto:office@stmcep.school) 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 the school logo where possible
- 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
- 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

Autumn & Spring Term Uniform	Summer Term
Black skirt, pinafore, trousers (long or short) or culottes	Lilac and white summer dress or black shorts or black long trousers

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White polo shirt Jade green school logo sweatshirt or cardigan Black or white socks or black tights Black low-heeled shoes* Black coat	<b>Years 5 and 6</b> only white polo shirt and black skirt, lilac and white summer dress or black shorts or long trousers Black or white socks Black/white legionnaire style cap Lilac hairband Black low heeled shoes*
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\*Optional – children can wear slippers inside school, but must change into school shoes to go outside. Slippers must be enclosed i.e. covering both toe and heel.

PE Clothing
Plain black shorts White t-shirt round neck Pair of plimsolls Pair of inexpensive trainers (KS2) Plain black tracksuit for cold weather (Key Stage 1 & 2) Swimming in Years 3 & 6 – swimming shorts or costume, optional goggles

Optional - school jade green book bag with logo

- Children with shoulder or longer hair should wear it tied back during the school day and for all sporting activities, with a black hairband or scrunchie.
- Only watches and small stud earrings are allowed to be worn. These items must be removed for PE and games.

### 4.2 Where to purchase it

My Clothing is the main provider of the logo uniform and can be ordered online at [www.myclothing.com](http://www.myclothing.com)

All other items are widely available at reasonable prices from high street shops and supermarkets.

The PTA holds a limited stock of the embroidered uniform, as well as good quality second hand school uniform which is also available via the school office.

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## 5 Expectations for our school community

### 5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than PE days or 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 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 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 the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with following our school's behaviour policy.

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.

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## 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 tri-annually by the Head of School. At every review, it will be approved by the full governing body.

## 7 Links to other policies

This policy is linked to our:

- Positive Relationships policy
- Equality statement
- Anti-bullying policy
- Complaints policy





















