

Emmer Green Primary School

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 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
- 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 Tonia Crossman, 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
- Considering cheaper alternatives to school-branded 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 leveler
- 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 uniform consists of the following:

Mid-grey skirt, pinafore, smart trousers or shorts

White shirt or polo shirt

Royal blue jumper, sweatshirt or cardigan

Black or grey tights or black, grey or white socks

Light blue checked or striped summer dress

Black shoes or black, white or navy summer sandals

Black boots may be worn underneath trousers (not Ugg style)

Hairbands, slides or ribbons - white or blue only

Physical Education

Plain black shorts (loose-fitting elasticated waist or cycling shorts which are mid-thigh length)

Emmer Green T Shirt or Plain white T Shirt (Football shirts not permitted)

Trainers (or black elasticated plimsolls for Reception children)

Plain black or navy blue coloured tracksuit for outside wear

Children are expected to have a change of clothing for Physical Education activities and long hair must be tied up. Children in all year groups are invited to wear their PE kit to school on the days of their class's PE lesson (twice each week for Years 1-6 and once for Reception).

Jewellery, watches and mobile phones - is at your own risk

For safety reasons children should not wear jewellery in school. However, if your child has pierced ears, small studs may be worn. These will need to be removed for PE lessons and other activities such as if your child goes swimming. For non-water-based activities micro pore tape (sent in from home) can be used to cover earrings.

Watches are allowed once in Juniors (Years 3-6). This includes simple analogue watches or digital watches that tell the time only. Smart watches and connected devices such as fitness trackers are not permitted primarily for safeguarding reasons, but also to prevent a child breaking or losing a potentially expensive piece of equipment.

We do not allow mobile phones or other connected/messaging devices to be held by children during the school day. We understand that older children who walk to school may bring a phone with them - these devices will be collected centrally within the class or the school office.

(All permitted jewellery should be removed for physical activities.)

Please ensure all bags and items of clothing are labelled with your child's name.

4.2 Where to purchase it

- Many items are widely available at supermarkets that offer school uniform. Alternatively and for jumpers and cardigans with the school logo, please order from Price and Buckland:

<https://price-buckland.co.uk/>

- The school keeps second hand uniform and parents/carers can contact the school office for any enquiries
- The school provides second hand uniform for Pupils in receipt of the Pupil Premium Grant or who have difficulty in finding payment for uniform

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)

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 reasonable condition

Parents are also expected to contact Tonia Crossman 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 Tonia Crossman.

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

6. Monitoring arrangements

This policy will be reviewed annually by the Senior Leadership Team.

7. Links to other policies

This policy is linked to our:

- Positive behaviour policy
- Equality information and objectives statement
- Complaints policy

Date: January 2023 (updated July 2023)

Next review: January 2025