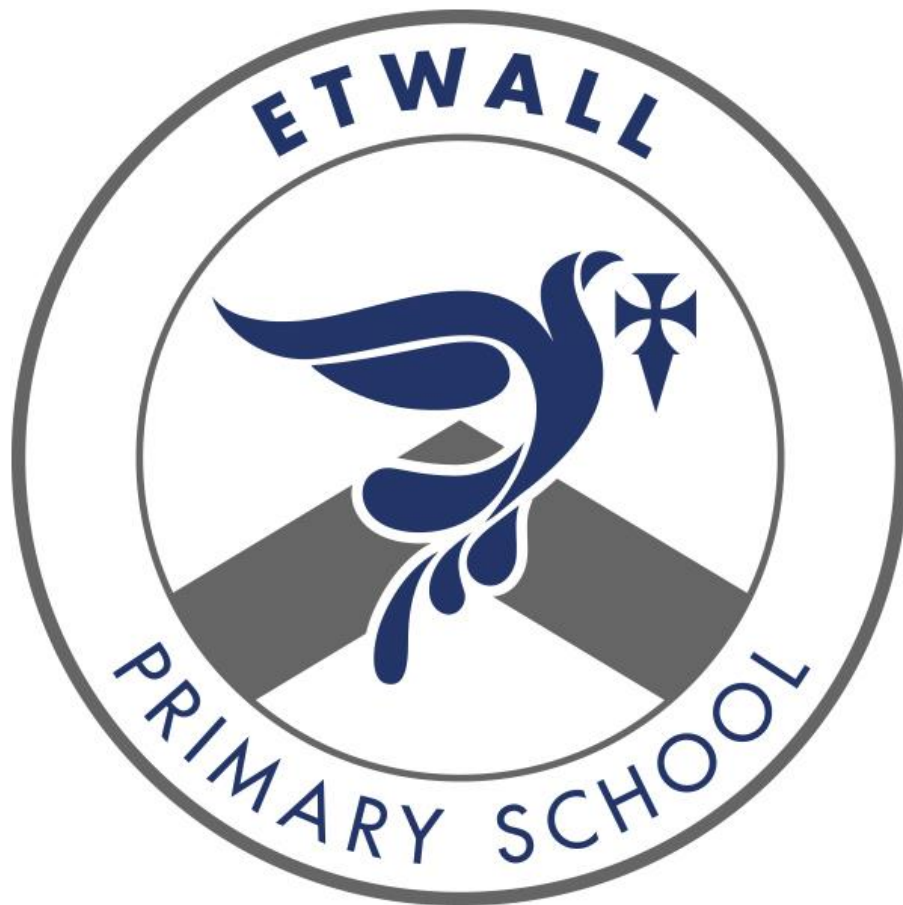


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<b>Signed by Chair of Governors</b>	<i>S Bentley</i>	<b>Signed by Headteacher</b>	<i>J Bentley</i>
This policy has been reviewed on <b>23/07/2023</b> and has been impact assessed in the light of all other school policies and the Equality Act 2010.			



## Etwall Primary School

# School Uniform Policy

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## Statement of Intent

**Etwall Primary School is committed to promoting equality and value for money and to ensuring that no child is discriminated against due to their religion or belief, economic circumstances or social and cultural background. This policy contains provisions to meet these objectives and has been created with health and safety, value for money and practicality at its heart.**

**Additionally, it is important that our pupils feel a sense of belonging to our school. We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. We also believe it is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire or active wear.**

## 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 other religious clothing 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 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 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, wearing plain t-shirts or polo-shirts underneath a cardigan or sweatshirt with a logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as sweatshirts, cardigans and hoodies only
- 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 different year groups

- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as wearing sashes
- 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 and appearance

### 4.1 Our school's uniform

Our dress code for school clothing is:

#### **Branded Items**

- Royal blue for jumpers, cardigans, PE hoodies and sweatshirts (school logo preferred but optional)

#### **Unbranded Items**

- White polo shirts (unbranded)
- Black/grey skirt (knee length) and trousers (not leggings or dark jeans)
- Black/grey/white socks or black/grey tights
- Royal blue for jumpers, cardigans, PE hoodies and sweatshirts
- Royal blue school fleeces or reversible jackets (optional)
- Blue and white dresses and black/grey shorts may be preferred in hot weather

#### **Footwear**

- Footwear is a closed toe black school shoe with low heels, which allow children to play actively (i.e. not slip-on styles or open toes).
- Boots deemed appropriate by school may be worn – not inappropriate lace ups, UGG style or knee length (these are not suitable for sitting on carpet or on the hall floor as children cannot comfortably sit cross legged)
- Sandals may be worn in very hot weather but open toe sandals are not recommended for health and safety reasons. Children wearing open-toe sandals are at risk of injury to the toes during playtimes and in the classroom. Parents sending their child in open-toed sandals do so at their own risk.

#### **PE/Active Wear** (should be worn all day on PE days)

- white T-shirt
- black shorts/joggers/leggings (shorts should be just above knee-length to ensure that they are suitable for a wide range of activities)

- a royal blue sweatshirt/hoodie/fleece/cardigan for colder days
- sturdy trainers

**Swimming** (only required when notified by class teacher that swimming lessons will be taking place)

- Trunks (close fitting in order to support best technique for swimming)
- or
- Costume (one piece, not a bikini or tankini, to support best technique for swimming)
- Towel
- Cap – any colour

### **Outer Wear**

We ask that children have fully waterproof coats, especially in the colder months, as children will go outside in all sorts of weathers.

### **Bags**

#### **EYFS and KS1**

For children in EYFS and KS1, a book bag is required with the school logo being optional.

A drawstring bag is recommended in EYFS for spare clothes in case of accidents. This can be left on the school peg to be returned for freshening up at the end of each term if required.

In KS1, children are asked not to bring school bags. Instead, all they require is their book bag and their lunch box. This is due to the small size of the cloakrooms in the classrooms where larger bags cannot be accommodated. If a bag is needed, a small drawstring bag is suggested as these hang easily on the peg and take up less room.

#### **KS2**

As children do not need to bring PE kit into school, children need only a small bag to bring to school each day. This may contain their lunchbox, pencil case and any other personal items that might be needed for the day. As space is at a premium, small bags should be purchased.

### **Hair**

All children are expected to have their hair tidy and longer styles must be fully tied back. Hair should not cover the face, impede a child's vision (both when looking at the board or when leaning over their work) or provide a health and safety risk (such as when using tools in Design Technology).

Extreme hairstyles, such as mohawks or brightly coloured hair, are inappropriate for school and every effort must be made to avoid these styles or to make them more appropriate during school hours.

Etwell Primary School reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance and staff will discuss this individually with pupils in Y5 and Y6 as well as with their parents and carers. For younger pupils, discussions will be had with parents and carers only. Individual circumstances will always be taken into consideration.

## **Jewellery**

Unless worn for religious or cultural reasons, with the exception of stud earrings, we do not allow the wearing of jewellery (rings, bracelets, necklaces etc) for school, although a watch can be worn when not participating in PE lessons. The class-teacher will arrange where any items are to be placed once removed, however school will not accept responsibility for their loss, or damage.

Smart watches should not be worn whilst in school. As with mobile phones, these should be removed at the start of the day and given to the teacher to be locked away whilst the school is in session.

Small studs can be worn in the ears. Hoops should not be worn for safety reasons. However, any child with pierced ears must remove their studs for PE and swimming lessons. For this reason, we recommend piercing is done during the summer holidays to avoid the need to remove studs from newly pierced ears.

For recently pierced ears, plastic retainers can be worn during the school day as we recognise that many children are unable to remove and replace earrings themselves for the PE lesson. These retainers pose less of a safety risk than metal stud earrings.

For those pupils that cannot remove their earrings and cannot wear plastic retainer earrings, appropriate PE activities will be provided and they should join in with all activities that are low risk. For example, children can join in by helping groups of children to plan a sequence in gymnastics but cannot complete the practical activity itself.

## **Make-up**

Etwall Primary School does not consider make-up appropriate for primary aged pupils; however, there may be exceptions in extreme circumstances, at the headteacher's discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage).

Nail varnish is not permitted for our pupils and parents will be asked to remove it for the following school day in accordance with this policy.

## **Religious clothing**

Some religions and beliefs require their members to conform to a specific dress code. Etwall Primary School does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow most religious requirements to be met.

Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy if there are further issues.

## 4.2 Where to purchase uniform

Almost all of our uniform can be purchased from high street retailers. Colours are deliberately chosen for uniform to be commonly available as unbranded items.

### Branded items

Our school uniform can be bought from the following suppliers as linked below. They sell a range of items which have our school logo as well as unbranded items.

<https://www.schooltrends.co.uk/uniform/EtwallPrimarySchoolDE656NB>

<https://schoolwearuk.co.uk/product-category/primary-infant-nursery/etwall-primary/>

<https://twentytwelveonline.co.uk/>

<https://ipmteamwear.com/collections/etwall-primary>

### Pre-loved items

Our PTA run regular pre-loved uniform sales. These are held when there is enough uniform to sell so please do consider donating good quality used items once you no longer have use for them for your own child.

If you are ever in need of second hand uniform and there is no advertised sale in the near future, please speak to any member of staff, detailing your requirements and we will look amongst existing items to see if we can help.

## 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 good condition

Parents are also expected to contact the 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 communicating directly with parents, rather than children in school and seeking a resolution together.

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 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 every year by the headteacher. At every review, it will be approved by the board of governors.

## **7. Links to other policies**

This policy is linked to our:



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