



School Uniform Policy

Date of review = *Autumn 2023*
Next review date = *Autumn 2023*

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Pipe, Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 provides the best value for money for parents/carers
- Our uniform is simple, clear and does not cost too much
- Ensures that we are poverty proofing our uniform
- A pre-loved sale is held regularly to support our families
- The school will support families who are unable to afford the cost of the uniform

4. Expectations for school uniform

4.1 Our school's uniform

Winter Uniform

Grey skirts, black or grey trousers, blue polo shirt,
Burgundy sweatshirt/cardigan
Burgundy fleece with Parkgate logo
Grey, white or black socks
Flat, black school shoes or black trainers

Summer Uniform

As for winter or blue and white checked or striped cotton dress, or plain, tailored grey or black shorts.

All uniform should be marked prominently with your child's name.

Trainers, shoes or sandals may be worn

Jewellery

Jewellery should not be worn in School. Stud earrings and watches are the only jewellery allowed, except for religious jewellery.

Children are not allowed to wear make-up or nail varnish.

P.E. Kit

Winter Kit

A plain white t-shirt
Black or navy shorts
Black or navy tracksuits
Black or dark trainers with Velcro or laces / Plimsolls

Summer kit

A plain white t-shirt
Black or navy shorts
Black or dark trainers with Velcro or laces (Optional)/Plimsolls

4.2 Where to purchase it

All uniforms can be ordered online from Mapac.com. See website for how to order.

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 Mrs Pipe, 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 Mrs Pipe, 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 the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing difficulties with our uniform policy will be dealt with by Mrs Pipe, Headteacher.

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 two years. At every review, it will be approved by Resources Committee of the Full Governing Board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy including the anti-bullying policy
- Equality Policy
- Complaints policy