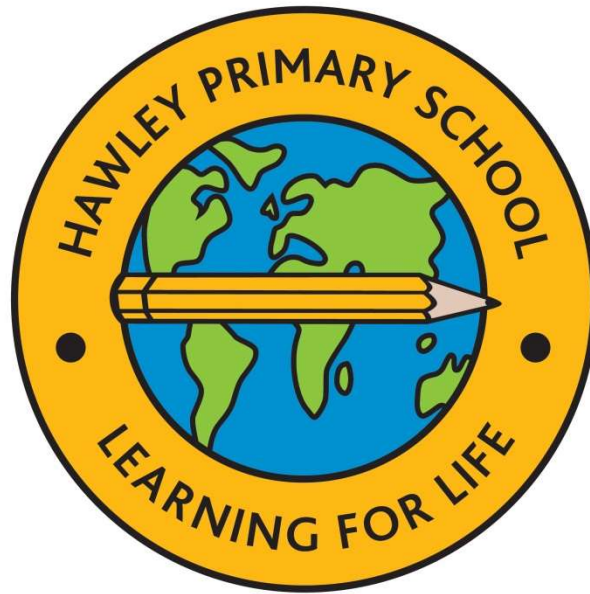


HAWLEY PRIMARY SCHOOL



SCHOOL UNIFORM POLICY

AGREED BY HEADTEACHER: Spring 2023

LATEST REVIEW: Spring 2023

NEXT REVIEW: Spring 2024

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 the Headteacher, Miss Baker, 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:

- 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, by only asking that school jumpers feature the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items

- 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 leveller
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire pre-loved 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

All children are required to wear:

- Burgundy crew neck sweatshirt or cardigan with the embroidered school logo.
- White shirt, polo shirt or blouse
- Grey shorts, trousers, skirt, pinafore dress or burgundy/red and white striped/checked dress in the summer months
- Grey, white, burgundy socks or tights

PE kit

- Black shorts
- House Team T-shirt – available to purchase from the school in the appropriate House team colour
- Black plimsolls/trainers
- Trainers for outdoor PE sessions
- Black jogging trousers or leggings for outdoor, winter sports activities

Footwear

Every day footwear must be safe and sensible for playground and indoor use. No narrow or raised heels or open toed shoes or sandals are allowed. Children should wear sensible **black** school shoes with flat heels (no boots). Older children may change into trainers in the lunch break if they wish, particularly if playing field or playground games such as football.

Jewellery

For safety reasons, the children are **not permitted to wear any jewellery in school**. If your child has pierced ears, only plain gold or silver studs may be worn i.e., no jewelled studs or hoops. Earrings must be removed or taped during PE sessions and swimming – tape to be provided by Parents. If you intend to have your child's ears pierced, it is advisable to do so during the summer holiday break so that he/she does not miss their PE sessions. Analogue watches are permitted to be worn but must be removed during PE sessions.

Digital, smart watches or FitBits are permitted; though **not if they have the photographic functionality**. We do not accept any liability for the damage or loss of these items. The County Solicitor informs Parents that the school or Hampshire Authority cannot be held responsible for any injury caused or exacerbated by the wearing of sleepers or studs in school.

Hair

All children, girls and boys, are requested to have their hair tied back if/when it is long enough to do so i.e., at shoulder length or longer. This is both for smartness and for health and safety reasons. All long hair must be tied back particularly during PE, cookery, and swimming sessions. **No extreme haircuts are permitted i.e., patterns, or tram line styles. Children are not permitted to wear large hair decorations or excessively decorated hair bands.**

Everyday Essentials

- Book Bag for children in EYFS and Key Stage 1 for Reading Book and letters home – these are available from school or if purchasing elsewhere these need to be no bigger than 24 x 35 cms to fit into classroom trays and cloakroom lockers.
- A School Bag/backpack for children in Key Stage 2 for their Reading Books, homework, pencil case and equipment and letters home. These should be no bigger than 28cms X 35cms to fit into cloakroom lockers.
- PE Kit including Swimming Kit for KS2 children when required.
- A piece of fruit in a box or bag – Children in EYFS and KS1 are provided with fruit in school.
- A transparent bottle containing water. Please note that no other drinks are permitted.

All items of clothing should be fully named. The school does not hold any official 'lost property' centrally. The children are therefore encouraged, by teachers and Parents, to take responsibility for their own belongings in school.

4.2 Where to purchase it

- Some items of school uniform can only be purchased from the school. These are the jumper and cardigan (sweatshirt style), the PE Kit T-shirt and the Book Bag with school logo for children in EYFS and KS1.
- Our chosen supplier is Skoolkit, which is a Hampshire County Council recommended company, competitively priced compared with other uniform providers and offering good quality. Other items forming part of the uniform are widely available from high street shops and supermarkets.

The Department for Education states that:

'When considering how the school uniform should be sourced, governing bodies should give highest priority to the consideration of cost and value for money for parents. The school uniform should be easily available for parents to purchase, and schools should seek to select items that can be purchased cheaply, for example in a supermarket or other good value shop. Schools should keep compulsory branded items to a minimum and avoid specifying expensive items of uniform e.g., expensive outdoor coats.'

At Hawley Primary School our Governing Body endeavours to obtain the best value for money from suppliers. Any savings negotiated with suppliers are passed on to parents wherever possible. The Governors also wish to provide parents with choice and are therefore committed to offering parents multiple providers who can provide consistency of colour and quality in the specific uniform items. Despite securing pricing and samples from three different providers, two providers failed to meet our stringent quality criteria and therefore we feel unable to provide parents with an alternative supplier. The school have undertaken to review the supply list for these specific items on a regular basis and, should a satisfactory alternative supplier be found, the policy will be adjusted accordingly. Parents will then be provided with the adjusted supplier details.

Pre-loved Uniform Exchange

Hawley Primary School provides the opportunity for families to donate good condition uniform that could go to a new home. Information and order forms are available from the school office or by emailing:

preloveduniform@hawley.hants.sch.uk

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 Miss Baker 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 Miss Baker 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 the Senior Leadership Team.

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 annually by the Senior Leadership Team. At every review, it will be approved by Miss Baker, Headteacher.

7. Links to other policies

This policy is linked to our:

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