



School Uniform Policy

Aims

This policy:

- Sets out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explains how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarifies our expectations for school uniform.

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.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school office via telephone or by emailing enquiries@helpringham.lincs.sch.uk who can answer questions about the policy and respond to any requests.

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
- 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 and is available from 'high street' retailers
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 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

Expectations for school uniform

Our school's uniform

- White polo shirt – with optional school logo
- Purple jumper / sweatshirt / cardigan - preferably with optional school logo
- Black or dark grey skirt / pinafore / trousers
- Dark coloured sensible leather-type sturdy shoes or boots with no more than 1 inch heels. Soft footwear including trainers are not safe or appropriate for school.
- Purple and white checked dress in the summer (optional)
- Grey or white socks or tights
- Long hair should be tied back with appropriate discrete school-coloured hair accessories

NB – Jewellery must not be worn for health and safety reasons and where ears are pierced, only small studs are permitted to be worn. Exceptions can only be made for medical or religious reasons.

P.E. Kit

For reasons of Health and Safety it is important that no jewellery is worn during P.E. or swimming. Long hair should also be tied back.

Our P.E. uniform is:

- White T-shirt
- Black or Navy shorts
- Plimsolls for indoors
- Trainers for outside games
- Tracksuit bottoms - black or navy
- Tracksuit tops/Jumpers - black or navy

For swimming a full swimming costume (not bikini) or swimming trunks/shorts should be worn. Swimming hats must be worn by all. A towel will be needed from home.

Where to purchase it

- Parents and carers can obtain uniform from:
 - Uniform Direct online: <https://uniform-direct.com>
 - Or can be bought more widely, e.g. from 'high-street' retailers
 - Nearly new uniform sales will take place periodically throughout the year
 - Requests for nearly new uniform items can be made via the school office
 - Details of any local uniform exchange schemes running, will be shared on school social media

Expectations for our school community

We all believe that a school uniform is important for the following reasons:

- It looks smart and gives a sense of belonging
- It eliminates social problems caused by latest fashion fads
- It contributes to a feeling of pride within our school

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 the school office if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 school office 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.

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 in line with our 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.

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.

Monitoring arrangements

This policy will be reviewed every 2 years by the Headteacher. At every review, it will be approved by the full governing board.

Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality Policy and Action Plan
- Anti-bullying Policy
- Complaints Policy

Latest Review: May 2022

Agreed at Full Governors: