

Halesowen C of E Primary School



We care, we trust, we believe.
We share, we enjoy, we achieve.

Uniform Policy

Signed by

Headteacher:		Date: Autumn 2022	Date:	Date:
Chair of Governors:		Date:	Date:	Date:

Proposed review date: Autumn 2023

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School vision

Halesowen Church of England Primary School was a school built for the local community. Right from the beginning it was an inclusive school built on strong Christian beliefs. It is our duty to ensure that this deeply Christian core runs through everything we do at Halesowen C of E in the modern day.

We believe children can flourish if they are loved and valued. We have high expectations of everyone because we know they can achieve if someone believes in them. We trust each other and are proud that we are one big family. We care about each and every one of our families. We enjoy the job we do and make school a fun place to be. We share this place Halesowen C of E; a place special to all of us, a place where we can feel safe, a place where we can learn and thrive together.

Introduction

At Halesowen C of E we believe that every child in our care is entitled to the best possible education. We have reviewed our uniform policy in line with the guidance published <https://www.gov.uk/government/publications/school-uniform/school-uniforms>

As per the guidance we do believe that wearing a school uniform is important to promote belonging and identity, the school ethos and to set a tone for education.

Aims and Objectives

All schools must consider the cost of uniforms and also ensure they comply with the Human Rights Act 1998 and Equality Act 2010. Schools should also take into account key considerations such as safeguarding and health and safety.

Our 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

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. Due to health and safety there will be times when long hair will be needed 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 with health and safety taken into account at all times.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Knowles (Head teacher) 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 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:

- Not requiring items with a school badge to be worn (any items of the correct colours are acceptable)
- Limiting any items with distinctive characteristics- only the school jumper, polo shirt and PE t shirts are available with the logo on them (these are not compulsory)
- 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

Expectations for school uniform

Our school's uniform

- Grey trousers/ skirt/ dress (in warmer weather- a blue checked summer dress/ grey shorts can be worn)
- Sky blue polo t-shirt/ shirt/ blouse.
- Maroon sweatshirt/ jumper/ cardigan.

** The blue polo top and maroon sweatshirt/ cardigan can be ordered with a school logo but this is not compulsory**

Our school's PE uniform

- Maroon joggers or shorts or if these cannot be acquired plain black joggers/ shorts/ leggings
- Sky blue or white round neck PE t-shirt.
- Black pumps/ trainers
- For swimming- trunks/ shorts/ one piece swimming costume (No Bikinis)

(Nursery and Reception are not required to have a PE kit)

**** The sky blue t shirt can be ordered with a school logo but this is not compulsory****

The most important thing for PE is that children do wear a change of clothes which can be washed after they have taken part in physical activity for hygiene reasons.

Accessories (including jewellery)

- We have no special requirements for coats- other than asking that they are worn to school and are suitable (so ideally with a hood and waterproof)
- Socks should be white or grey.
- Children should wear sensible black shoes/ boots.
- Book bags with the school logo are available to purchase but not compulsory. We do ask for children to only bring a small bag to transport reading books and do not allow really big rucksacks
- Headscarves can be worn for religious reasons but should be in school colours of black/ grey or maroon. For PE these headscarves should be the tight-fitting elasticated ones (for health and safety reasons)
- For health and safety reasons the only jewellery we can allow are watches (not smart watches) and one pair of stud earrings. (we also for parental cooperation when having ears pierced – please do this at the start of the 6 weeks holiday.
- On PE days children need to come to school wearing no jewellery at all.
- We do not allow the wearing of makeup.

From time to time children may be asked to wear items other than their uniform e.g. for non-uniform days/ theme days/ school plays etc. In all situations school will consider cost implications, availability of items and feedback from parents.

Where to purchase it

New uniform

Items with logos on can be purchased from <https://ahyde.co.uk/>. The school office do hold a small amount of uniform currently but the cost is more than on the Andrew Hyde website as we have to pay delivery.

All other new uniform items can be purchased from any clothing shop/ supermarket that sells uniform.

Whilst the Sports Premium grant remains- all Year 1 children are provided with a PE kit free of charge.

Second hand uniform

Second hand uniform can be obtained from school from time to time. There is also a local uniform scheme, run in the town centre (predominantly in the Summer holidays)- details are sent out to families.

If families are struggling they can speak to the head teacher or pastoral lead who can support them with uniform costs/ or second-hand uniform.

Expectations for our school community

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)

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 or pastoral lead 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.

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 (for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.)

Monitoring arrangements

This policy will be reviewed annually by Lorna Knowles (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 information and objectives statement
- Anti-bullying policy
- Complaints policy

APPENDIX 1

