

# Harwood Meadows Primary School



## SCHOOL UNIFORM POLICY

Version and Date		Action/Notes
1.0	October 22	Reviewed by JB.
1.2	October 24	Reviewed by JB.

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### **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 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 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 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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items

- Considering cheaper alternatives to school-branded items
- 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 years/classes
- 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**

##### **4.1 Our school's uniform**

Navy jumper, cardigan or sweatshirt;  
 Red shirt, blouse or polo shirt;  
 Grey trousers or shorts;  
 Grey skirt or pinafore dress;  
 Grey or white socks;  
 Black shoes;  
 Red/navy (not pale blue) and white checked summer dress.

PE: Navy shorts;  
 Red t-Shirt;  
 Pumps;  
 Navy tracksuit in cold weather;  
 Trainers.



PE kit not required in Nursery however, pumps are useful in case of wet feet

Most items are also readily available from other suppliers. **It is essential that all items of school uniform are labelled with your child's name.** High heels, jewellery (other than watches or ear studs), inappropriate hair accessories, make-up or nail varnish may not be worn in school. Ear studs should be removed for every PE lesson – if ears have only just been pierced then plasters must be provided to protect the ears from injury.

##### **4.2 Where to purchase it**

The school uniform can be purchased from the following retailers:

Whittakers Schoolwear  
 106 Deansgate  
 Bolton  
 BL1 1BD  
 (01204 389485)

Smart Clothing (Bolton) Ltd  
 Shops 5-7 Blackhorse Street  
 Bolton  
 BL1 1SY  
 (01204 392610)

General items of uniform can purchased form supermarkets or high street retailers e.g. Marks and Spencer. School will also arrange second-hand uniform sales at a reduced cost.

## **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 the 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 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

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 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 3 years. At every review, it will be approved by the full governing board.

**7. Links to other policies**

This policy is linked to our:

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

This policy was adopted for full implementation October 2022

This Policy will be reviewed by the Governing Body on a 2-yearly cycle and must be signed by the Chair of Governors and Headteacher.

Policy Reviewed:	October 2024
Next Review:	October 2026
Signature of Chair of Governors: 	Signature of Headteacher: 

