School Uniform Policy

Wheldrake with Thorganby CE Primary School

Approved by:	WWT LGC	**Date:** 7th June 2024 (amended Sept 26)
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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 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 Alison Shaw, headteacher or Angela Dennison, school business manager] 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 the jumper ideally features the school logo, a plain jumper/cardigan of the same colour is also acceptable,
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items,
- Considering cheaper alternatives to school-branded items, such as unbranded items from high street shops such as supermarkets
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different year 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

4. Expectations for school uniform

4.1 Our school's uniform

Our school uniform is gender neutral. This is to ensure that all children are able to wear the uniform that they are most comfortable and confident in. A gender-neutral uniform is equal in cost and is more sustainable as it gives more opportunities for uniform to be reused. If you have any second-hand uniform items that you would like to donate, please contact us.

Daily Uniform

- Purple sweatshirt or cardigan, ideally with a school logo (not hooded).
- Trousers, skirts, culottes, shorts or pinafore dresses in black/navy/grey or gingham dresses in purple.
- Shirt, blouse or collared t-shirt in white or purple.
- Plain socks, tights and leggings in black/navy/grey.
- Smart shoes or boots in black/navy/grey or practical sandals with ankle straps at request as opened toes.*

*Children's shoes or sandals should be appropriate for school wear ie. suitable for them to run and play safely.

PE Kit

- Plain t-shirt in white.
- Sports shorts, tracksuit bottoms or sports leggings in black/navy/grey with minimal branding.
- Optional sweatshirt or school hoody for cooler weather
- Trainers or plimsolls suitable for indoor and outdoor PE.
- Named bag to keep PE kit in.
- When children are swimming (Year 5) there is no regulation for kit.

Jewellery

Pupils MUST remove ALL jewellery for PE and sport. Therefore, if new piercings are being considered, parents should ensure they are done at the start of the holidays to allow for the 6 week window for healing.
Pupils will not be able to take part in PE lessons if they cannot remove their jewellery.
This is in line with NYES Health and Safety Service guidance on playing sport.
Watches may be worn but not those with recording devices.

4.2 Where to purchase it

- You can order your school uniform here at SchoolShop in Elvington.
- Items may also be purchased from high street retailers
- The PTA will arrange a second-hand uniform sale

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

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 the 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.

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
- Considers 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 three years by the full governing board.

7. Links to other policies

This policy is linked to our:

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