Uniform Policy

Ringmer Primary and Nursery School

Created By:	Anna Crompton	**Date:** October 2022
Approved by:	Governing Board	**Date:** 18/11/24
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Amendments		
October 2022	New policy created	
October 2024	Information on second hand uniform changed from being managed by PTA to being managed by the school. Uniform supplier to be reviewed in 2027.	

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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, although this is required to be tied back if it is shoulder length or longer
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable. Appropriate for school is hair that has not been brightly dyed, block or dip dyed, cut into a mohawk design or been given tram lines.
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols, where applicable these will need to undergo a risk assessment for specific activities, e.g. swimming
- 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 on 01273 812463 or office@ringmerprimary.school 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 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 or cardigan, worn over the polo shirt, features the school logo
- Considering cheaper alternatives to school-branded items, such as logos that can be sewn 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
- 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

4. Expectations for school uniform

4.1 Our school's uniform

- Uniform
    - Blue shirt (can be either a shirt or a polo shirt)
    - Navy sweatshirt or cardigan with a school logo – available from Chameleon Designs
    - Grey trousers, skirt, culottes, pinafores or shorts
    - Grey or blue tights – no leggings
    - Grey socks
    - Black leather type school shoes with no heel – no boots or black trainers.
- Summer (optional):
    - Light blue gingham dress
    - White socks
- Additional Items:
    - Summer hat
    - Named water bottle
- PE:
    - Black shorts/joggers/leggings, black jumper, yellow T-shirt and trainers. Spare socks if the child wears tights.
- Birthday Outfits:

- Child's own clothing that is suitable and safe to undertake a school day.

- General:
  - Hair longer than shoulder length to be tied up, no fancy hair apparel (simple school colour hair bands). Gel may be used as appropriate on short hairstyles.
  - We also request no Mohicans, shaved patterns (tramlines) or inappropriate hair dye.
  - Stud earrings only

4.2 Where to purchase it

- The majority of our uniform can be purchased at all main retailers of children's uniform.
- The jumper / cardigans with logo can be purchased from Chameleon Designs - https://www.chameleon-designs.com/products/shops/ringmer-primary---nursery-school/ringmer-primary---nursery-school They also have sew on badges available.
- There will be a second-hand uniform sale run by the school each term.
- Parents of children that are in receipt of Pupil Premium can get support with buying school uniform, please speak to the school office for more information.

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 (unless stated otherwise).

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.

Ongoing breaches of our uniform policy will be dealt with in accordance with our Behaviour for Learning 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.

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 2 years by the headteacher. 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
- Complaints policy