

School Uniform Policy

Elmore Green Primary School



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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 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:

- Ensuring items with distinctive characteristics such as the school logo kept to a minimum and are optional which enables parents to keep the cost of uniform low and shop around for the best price.
- Avoiding specific requirements for items such as coats, bags and shoes so that pupils could wear these on non-school days too.
- Limiting the requirements for particular items e.g. PE kit (school provide this so that parents only need to source pumps/trainers).
- Avoiding different uniform requirements for different year/class/house groups; at Elmore Green all pupils have the same uniform requirements.

Avoiding different uniform requirements for extra-curricular activities and utilising alternative methods for signaling differences in groups for interschool competitions, such as team bands etc.

- 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 School Uniform & Appearance

The school has a uniform which pupils are expected to wear, since we believe that it helps to develop a corporate spirit and an identity with the school, as well as helping the pupils prepare to learn.

- *White/gold polo shirt (not yellow) with or without the school logo*
- *Grey trousers, shorts, skirts or pinafores (not leggings)*
- *Green jumper or cardigan (with or without the school logo)*
- *Green and white gingham summer dresses can also be worn in the summer and initial part of the Autumn term*
- *Black, white or grey socks*
- *Black, grey or dark green tights*
- *Black shoes (no raised soles or heels) or trainers*
- *Black pumps for indoor PE*

- *Trainers may be worn for outdoor PE*
- *School PE kit - this is purchased from school via a one-off cost to parents of £5.00 when the child starts school.*
- *Swimwear - one piece swimming costume or swimming trunks (optional swimming hat, although this is advised for pupils with long hair so that they do not have wet hair on the walk back from the swimming baths and for the rest of the school day).*

Pupils are also not allowed to wear the following;

- *Skirts or shorts that are too short or tightly fitted*
- *Leg warmers*
- *Large, colourful and decorative belts - belts should only be used for the purpose they were intended*
- *Waistcoats*
- *Scarves - neck or head (as indoor wear- unless for religious purposes)*
- *Jewellery (see below)*
- *False Nails*
- *Nail Varnish*
- *Tattoos*
- *Make up*

Jewellery

It is part of our school policy that children do not wear jewellery. The only exception is the wearing of 1 pair of stud earrings and/or a watch. Staff should ask pupils to remove additional items and make clear to the pupil that they (the pupils) are responsible for the safety of that item until it is taken home. All jewellery must be removed prior to P.E. lessons. If children cannot do so, they will be asked to cover jewellery with steri-tape (provided by the school) in order to be allowed to take part in PE lessons.

Bags

Pupils are provided with a book bag when they start school in the Reception class which they will use throughout Reception & KS1. Once pupils get into Year 3, they are provided with a small drawstring bag to carry homework and reading books throughout KS2. Parents can replace these bags at a cost of £1.60 should they become lost or damaged. School do not permit the use of other school bags as there is limited space to store these.

Items Required in specific circumstances or at certain times of the year

During the winter months, pupils may bring in hats, scarves, gloves and during extreme inclement weather such as snow, wellington boots. During periods of extreme heat in the summer months, the summer uniform of a t-shirt and shorts or a skirt or summer dress may be worn. Sun hats, sunglasses and sun cream may be brought into school. There are occasions when there are themed days or non-uniform days, however parents are not expected to purchase items especially for them and if they do not already have something in line with the theme, then coming to school in their own clothes and not uniform is acceptable.

4.2 Where to purchase school uniform

Generic and non-branded uniform items such as trousers, skirts, white/gold polo shirts and green cardigans/jumpers can be purchased from local supermarkets and high-street retailers such as Asda, Sainsburys, Tesco and M & S. Elmore Green understands that the gold (not yellow) polo shirts can be more difficult to get hold of, and therefore white polo shirts are an acceptable alternative.

Optional branded items including polo shirts and jumpers/cardigans with the school logo can be purchased from Crested Schoolwear either from the shop (25 The Arcade, Walsall WS1 1RE) or online <https://www.crestedschoolwear.co.uk/>

Second Hand Uniforms

Parents are encouraged to donate uniforms that are in good condition no no-longer required termly. This is collected by Bloxwich Community Partnership where parents can buy second hand uniform at a reduced cost. Bloxwich Community Partnership is located at Palace Play Shop Eat, Blakenall Row, Blakenall, WS3 1LW.

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 footwear, 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 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 school staff in line with the school's 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.

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. At every review, it will be approved by the Governing Body.

7. Links to other policies

This policy is linked to our:

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