

Ethelbert Road Primary School



School Uniform Policy

Together We Thrive

Reviewed	November 2022	
Next Review	November 2026 (or when required)	
Headteacher	Michele Kirkbride	Date:
Chair of Governors	Johanna Jennings	Date:

Contents

1. Aims	2
2. Our school's legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform	2
4. Expectations for school uniform	3
5. Expectations for our school community	5
6. Monitoring arrangements.....	6
7. Links to other policies	6

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 Michele Kirkbride, Headteacher, headteacher@ethelbert-road.kent.sch.uk, 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 school jumper/cardigan, PE hoody and T-Shirt have the school logo. We have a supply of nearly new uniform for parents who can not afford to purchase these items.
- › Limiting items with distinctive characteristics to low-cost or long-lasting items
- › 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 year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- › 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

Winter

- Purple sweatshirt, cardigan or fleece – with logo
- Yellow polo shirt – with or without logo
- Smart grey trousers or smart grey shorts
- Grey skirt or grey pinafore dress
- Grey, black, white socks or tights
- Sensible, easily fastened coats
- Black shoes or black flat boots (no trainers or high heeled shoes)

Summer

- Purple Sweatshirt, cardigan or fleece – with logo
- Yellow polo shirt -with or without logo
- Smart grey shorts or smart grey trousers
- Grey skirt or pinafore dress
- Purple or yellow checked dresses
- Light, rain coat
- Black shoes (no trainers or high heeled shoes please) or closed-toe sandals with an ankle strap (no crocs)

P.E. Kit

- Purple hoody – with logo
- Purple T-shirt – with logo
- Black Shorts
- Black tracksuit bottoms or black leggings
- Sports trainers

-Small bag or rucksack (we have limited space so no large rucksacks)

Bookbag

-Purple or blue bookbag, that must fit in their tray – with logo if preferred

Rucksack

Due to limited space in the school and classrooms, please could these be small

Long hair

Long hair is to be tied back. Extreme hairstyles (eg sculptured, names / symbols, tramlines, patterns, Mohicans and dyed hair) are not acceptable.

In order for your child to show their personality, we allow them to wear headbands of their choice. However, if these headbands become distracting we shall ask the child to remove them.

Jewellery

No jewellery should be worn except small stud earrings, medical jewellery, SEND jewellery or jewellery for religious beliefs. If jewellery is to be worn, parents should write to the Headteacher stating the reasons why. All jewellery **MUST** be removed for all PE lessons. If your child is removing their jewellery at school, please provide them with a small box or container to keep them in safely. The school can not be held responsible for any lost Jewellery.

Earrings

Only small round studs are to be worn for health and safety reasons. If your child has their ears pieced they can tape them with micropore tape for 6 weeks. Parents will need to provide micropore tape.

Parents will need to remove children's earrings on PE days, or teach their child to remove them. If your child is removing their earrings at school, please provide them with a small box or container to keep them in safely. The school can not be held responsible for any lost earrings.

Nail Varnish

Nail varnish is not permitted.

The school has discussed these rules in line with the Equality Act 2010, however if there is a specific reason a child needs reasonable adjustments to be made parents should contact the Headteacher.

4.2 Where to purchase it

Most items of our school uniform can be bought from High Street shops and supermarkets. Some items which have the school logo on, are sold by our uniform suppliers:

- 'Rivals' on West Street in Faversham - <https://www.rivalschoolwear.co.uk/online-store/local-schools-uniform/ethelbert-road-primary-school>

High quality, second-hand uniform is available via Faversham Community Wardrobe, a local organisation.

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 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 a meeting with parents.

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 four years, or when needed 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
- Anti-bullying policy
- Complaints policy