



Policy Document

Sutton-at-Hone C of E Primary School

School Uniform Policy

June 2022

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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

4. Expectations for school uniform

4.1 Our school's uniform.

School Uniform

- School Uniform Navy blue jumper/sweatshirt/cardigan (this can be generic or with the school logo)
- Grey skirt, pinafore dress or grey trousers/shorts (blue/white checked dress in summer)
- White blouse, shirt or polo shirt (this can be generic or with school logo)
- Black, flat school shoes
- Plain black, white, navy blue or grey socks/tights
- Small bag – bookbag size
- Moderate and tidy hairstyles, with long hair tied back (no extreme cuts or dyeing/highlighting)
- Blue, white, grey or black hair accessories.
- They should be small and practical
- No jewellery should be worn in school except one pair of small stud earrings
- Nail varnish, make up and tattoos should not be worn

PE Uniform

- Plain polo-shirt in your child's house colour
- Black/navy blue shorts
- Black/navy blue tracksuit trousers for colder weather
- Black plimsolls for indoor PE and trainers for outside PE
- School/plain navy blue sweatshirt

4.2 Where to purchase it

- All unbranded uniform can be purchased from any local high street store or supermarket.
- Sweatshirts/Cardigans and T-Shirts with the school logo are available from TFS in Dartford (should you wish to buy branded clothing)
- The Parent Teacher Association (PTA) store a large amount of secondhand uniform and arrange secondhand sales periodically. If there is anything in particular needed, speak to the PTA or the school office and we will see if we can help.

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 the Headteacher or a member of the Senior Leadership Team. 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 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