



This policy belongs to

# **Tibberton CE Primary School and St Lawrence CE Primary School Federation**

## **Uniform**

**Revised: Autumn Term 2022**

**Consultation with Staff & Governors and  
adoption of policy: Spring Term 2023**

**Review Date: Spring Term 2024**

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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 our Head of 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/cardigan, features the school logo
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › 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 leveler
- › 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 through our PTA previously loved 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

<b>Boys</b>	<b>Girls</b>
White shirt	White blouse (blue to be phased out from 2023 onwards)
Burgundy/blue striped tie	Burgundy/blue striped tie
Grey trousers or shorts	Grey skirt or pinafore dress or grey trousers in winter
Burgundy sweatshirt	Blue/white small check dress in summer
Grey/black socks	Burgundy sweatshirt or cardigan
Sensible shoes (pref. black)	Grey/white socks
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- › Ties are to be worn by children from Year 2 onwards

- › Reception children and Year 1s can wear a polo shirt if they prefer
- › When the temperature rises during the Summer Term, short-sleeved white shirts or white polo shirts (Reception/Year 1) may be worn without a tie, following direction from the teaching staff
- › **Tracksuits** – Optional light blue sweatshirts with the school logo and burgundy jogging trousers for outdoor and sporting activities are available from school.
- › **P.E. Kit** – Shorts and any plain T-shirt (or a t-shirt with the school logo are essential for PE, together with suitable pumps or trainers for outdoor use. Indoor PE activities in the hall are carried out in bare feet.
- › **Verrucas** must be covered entirely with a suitable plaster dressing for PE and a swim sock must be worn for swimming sessions.
- › - Please ensure **all** articles of clothing are clearly named
  - Long hair is to be tied back
  - The only items of jewellery allowed in school are basic watches (no smart watches) and small studs for pierced ears. For safety **all** items must be removed for PE. If ear studs cannot be removed, they must be covered with plasters.
- › **Cloakroom space** is restricted. For all sports kits please use any suitable bag (burgundy drawstring bags are available for purchase from school, as are the book bags which fit into the children's classroom drawers).

## 4.2 Where to purchase it

Our school uniform policy has been revised to ensure that parents and carers can obtain the majority of the school uniform items from any from high-street retailers including non-branded items for PE. Only cardigans, jumpers and ties are available exclusively through the school office.

Burgundy school sweatshirts and cardigans, ties, school T-shirts and white shorts, track suits, book bags and PE bags are available from school at reasonable prices. Uniform is available to order through the Parentmail App.

In addition, it should be noted that uniform can also be acquired through:

- Our Parent Teacher Association (PTA) and the 'previously-loved' items uniform exchange
- By exception through the school office at a reduced cost (including but not limited to children in receipt of Free School Meals)

## 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 Head of School] 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 Head of School 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 Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by our Head of School.

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 annually. At every review, it will be approved by the Finance & General Purposes Committee and the Executive Headteacher.

## **7. Links to other policies**

This policy is linked to our:

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