



School Uniform Policy

Approved by:

Governing Board

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › Allow pupils to wear headscarves and/or other religious garments
- › Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Head of School who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

Our federation 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
- › Allowing pupils to wear non-logo jumpers in appropriate school colours
- › Limiting any items with distinctive characteristics whereby only asking that the jumper, features the school logo
- › Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, if 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 extra-curricular activities
- › Considering alternative methods for signalling 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

- › School jumpers/cardigans will include the school logo, but non-logo jumpers/cardigans in school colours are acceptable
- › Polo shirts including the school logo are optional
- › For all other items of school uniform generic items instead of branded ones are acceptable
- › Children must not wear jewellery for school other than small stud sleepers, if their ears are pierced, and a watch. However, the wearing of jewellery because of religious reasons is permitted, such as a Kara bangle for Sikh people. If you are unsure if the item of jewellery you would like your child(ren) to wear is permitted, please seek permission from the Head of School. Stud earrings should be removed or recently pierced ears should be taped over with a plaster/tape (provided by parents) for PE and swimming and watches removed to prevent them causing injury. (NB: staff do not put ear studs, etc. back in if the child cannot manage it)

- › Hairstyles should be reasonable and appropriate for being in a learning environment at school. Extreme hairstyles would include shaved patterns in the scalp, Mohicans and unnaturally coloured dyes. Such hairstyles are not acceptable at school. All children are required to have their hair tied back, if shoulder length or longer, for school.
- › Make-up is not acceptable under any circumstances, including nail varnish. A child coming into school wearing nail varnish will be asked to remove it and provided with nail varnish remover and cotton wool in school to do so.
- › Suitable outdoor footwear: Black, flat shoes. No boots or trainers. Trainers with white soles only for PE indoors. Plimssoles are acceptable for some PE lessons. Change of shoes/wellington boots may be required at different times, particularly in bad weather.
- › Branded bags/items are available to purchase from Harrisons and online at My Clothing (<http://myclothing.com>) Children can bring their own bags of their choosing but must not have offensive pictures/wording or be related to anything which is not age-appropriate for the child. Coats should be provided by parent/carers which are suitable for the season. We ask that coats are in school throughout the year.
- › If possible, Key Stage 2 pupils should bring their own equipment, including a pencil case with pens, pencils, eraser & ruler every day.
- › A sturdy lunchbox is required for bringing a packed lunch from home.

4.2 Where to purchase it

- › Parents and carers can obtain the logo uniform from Harrisons Schoolwear, Southtown Road, Great Yarmouth.
- › Parents and carers at Rollesby Primary School can also purchase uniform from My Clothing (<https://myclothing.com>)
- › Each school also holds a stock of secondhand uniforms which is available for all parents and carers to use.

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 relationships and 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 bi-annually by the Governing Board. At every review, it will be approved by the Chair of Governors.

7. Links to other policies

This policy is linked to our:

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