

Uniform Policy

Signed by Chair of the Governing Body:	
The Governing Body agreed this policy	To be ratified April 2023
on:	
The Governing Body will review this	Annually
policy:	
Date of next review:	April 2024

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

Our school's legal duties under the Equality Act 2010

The <u>Equality Act 2010</u> 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

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 <u>quidance</u> 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 , only one branded item required.
- Considering cheaper alternatives to school-branded items, as long as 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 leveler
- > Avoiding different uniform requirements for different phases or gender
- > 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 minimizing 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

Expectations for our school's uniform

All children:

- > Red jumper with logo/sweatshirt with logo/sweat cardigan with logo
- > White polo shirt
- Black trousers/smart shorts/skirts or joggers
- All black footwear
- Black/White/Grey socks
- > All long hair should be tied up
- Only small stud ear-rings can be worn, which will be removed by the child for any sport

Additional items for Sport

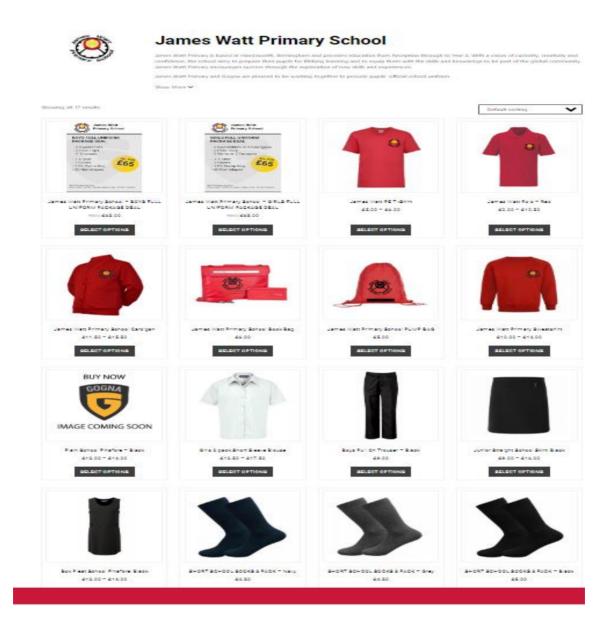
- White T-Shirt
- Black Sports Shorts
- Sport shoes

Additional items for swimming from Y4 upwards

- > One piece swimsuit or trunks
- > Swimming hat

Additional items for Outdoor Learning

- > Waterproof trousers and Jacket
- Wellingtons



Our uniform can be purchased from:

https://www.gogna.me/schools/james-watt-primary-school-schoolwear

Expectations for our School Community

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)

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 Teacher 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.

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 Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Senior leaders and the governing board if needed.

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.

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.

Links to other policies

This policy is linked to our:

Behaviour policy
Equality information and objectives statements
Anti-bullying policy
Complaints policy