



Uniform Policy

CONVENTION ON THE RIGHTS OF THE CHILD

As a school that respects the rights of the children and adults in our school family, community and beyond, we aim for each school policy to adhere to articles from UNICEF's Convention on the Rights of the Child.

In this policy, we are working towards all of the articles.

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School statement of intent

Little Hill Primary School is committed to the promotion of equality, and inclusivity and will ensure that no pupil is discriminated against in line with our duties under the Equality Act 2010 and the Human Rights Act 1998.

The policy also considers the economic circumstances of our pupils, parents, and carers to ensure that any costs for the uniform is reasonable and offers best value for money.

- The policy will clarify our expectations for school uniform as a means for our pupils to have a sense of belonging to the school, and to feel equal to their peers regardless of their background. Wearing a uniform can reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

Legal duties under the Equality Act 2010 and the Human Rights Act 1998

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The Equality Act 2010 prohibits discrimination against individuals who share a protected characteristic, which includes sex, religion or belief, race, disability, gender reassignment, and pregnancy.

Our school will meet this duty by:

- Not listing uniform items based on sex or gender.
- Making sure that we limit the uniform costs as much as possible.
- Allowing pupils to request changes to sportswear and swimwear for religious reasons.
- Being sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising school safety or discipline.
- Making reasonable adjustments to the uniform policy for disabled pupils.
- that requests to wear a religious or a cultural piece of clothing are dealt with on a case-by-case basis following a discussion with the headteacher at the school.

Duty to limit the cost of school uniform

The school has a duty to ensure that the uniform costs remain affordable in accordance with statutory guidance from the Department of Education ([Cost of school uniforms - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/cost-of-school-uniforms)). There are items within the uniform that are distinctive to our school and therefore we are aware that this limits parents' or carers' ability to shop around.

To ensure that our uniform is best value for money and available at a reasonable cost, we will:

- Carefully consider whether items that are branded or distinctive of our school are necessary and keep such items to a minimum
- Consider the total cost of all uniform items required
- Ensure that their uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment)
- Avoid single supplier contracts unless regular tendering competitions are run where more than one supplier can compete for the contract and where the best value for money is secured with contracts retendered at least every 5 years
- Consult with the parents and carers on proposed amendments or significant changes to the uniform which will have a financial impact
- Reduce the number of optional branded items that pupils can purchase, to remove economic disparity amongst pupils
- Limit different uniform requirements for extra-curricular activities
- Ensure that parents and carers are able to easily acquire second-hand uniform items
- Avoid making frequent changes and amendments to the uniform
- ensure that assistance is provided to parents and carers who are struggling to meet the associated costs of any uniform changes. Children in receipt of Pupil Premium funding receive free items of uniforms.

Roles and responsibilities

Pupils

Pupils are expected to always wear the correct uniform (other than on specified non-school uniform days or where expressly authorised). This includes:

- Whilst on school premises
- Travelling to and from school
- At out-of-school events or trips organised by the school
- At out-of-school events or trips where the pupil is representing the school

Parents or Carers

Parents or carers are expected to ensure that their child dresses in accordance with this policy at all times. Parents or carers are to ensure that every item is clean, clearly labelled with their child's name, and in good condition.

If they wish to make an amendment to the uniform due to a protected characteristic or due to the cost of the uniform, they are expected to contact the headteacher.

Staff

Staff will monitor pupils to ensure that they are dressed in accordance with the uniform policy. Staff will ensure that pupils understand why uniforms are important within education, in that they provide a sense of belonging, promote the ethos of the school and set an appropriate tone for education.

Where a pupil is in breach of the uniform policy, the child and parents / carers will be given the opportunity to comply. However, if the situation does not improve, the Headteacher will be informed.

Ongoing breaches of the uniform policy will be dealt with by the child's class teacher and/or senior leadership team.

Consideration will be given as to the reason for the breaches and how the school can provide support. For example, where a pupil has broken their arm, loose fitted tops may be allowed.

Where pupils are attending more than one school, the school will consider how it can support the pupil with their uniform for both this school and the other setting.

Governance

The local governing body, along with the Headteacher, will review this policy and ensure that it is appropriate, implemented fairly, and considers the views of parents / carers and pupils. They will take into account key considerations such as safeguarding requirements and the health and safety of their pupils as well as how comfortable the proposed uniform will be for pupil.

Where an amendment to the Uniform Policy will invoke a significant change or have financial implications, they will discuss and consult with pupils, parents and carers. They will also consider the environmental impact of any changes to the uniform policy.

They will ensure that no one is discriminated against when considering the school uniform, and that it remains accessible and affordable. They will assess the overall cost implications, and strive to avoid frequent changes.

Expectations for the uniform

School Uniform: children will wear the correct items and colours of clothing stated below.

- White shirt / blouse / polo* or red polo shirt*
- Grey shorts / trousers / skirt / pinafore (grey or black tights are optional)
- Bright red sweatshirt* / cardigan* / jumper / school fleece*
- Sensible flat black shoes or trainers (no coloured logo – must be fully black). Black ankle boots are acceptable during the winter months.

PE Uniform

- Children will wear a PE uniform on their PE days.
- Indoor kit: black shorts, plain black t-shirt* and black trainers (or plimsolls).
- Outdoor kit: plain black jogging/tracksuit bottoms, a plain black t-shirt*, plain black jumper and black trainers.

Named Clothing

- Each child should have a bag to keep his/her kit in. Every item of clothing, footwear or other property must be marked with the child's name - either with sewn labels or indelible marker pen. This is most important and parents should make every effort to ensure that their children's clothing can be readily identified.

Jewellery

- We strongly advise that jewellery should not be worn to school for health and safety reasons. If you choose for your child to wear earrings, only stud earrings are allowed. If your child needs to wear any medical or religious jewellery, then an appointment needs to be made to speak with us.
- We strongly advise that all watches and earrings should be removed for physical activities (for example, PE and swimming lessons). Your child will be advised to put surgical tape over the piercing themselves or take the jewellery off at this time.

Hairstyles

- Mohawk hairstyles and hairstyles containing unnatural colours are not allowed at school. Please ensure that your child has an appropriate hairstyle for when they come to school. Shoulder length hair (and longer) must be tied back for safety.

Make Up

Pupils are not permitted to wear make-up.

Non-Compliance

Where pupils breach the school's rules on appearance and uniform, and there is no reasonable justification for the breach, staff will be able to discipline the pupil in accordance with the school's published Behaviour Policy.

Complaints and challenges

Where a parent or carer has a complaint or challenge in respect of the school uniform, this can be raised in accordance with our school's Complaint's Policy. Parents are expected to raise any complaints in a timely and reasonable manner.

Where a complaint is received, the school will work with the parent or carer to arrive at a mutually acceptable outcome.