



# School Uniform Policy

### Version Control

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<b>Target</b>	<b>All stakeholders (staff, parents, governors, pupils)</b>

**Location Shared:** *Adel Primary Policy and Procedure library - one drive*

### Change History

<b>Version</b>	<b>Owner</b>	<b>Change Summary</b>	<b>Document Date</b>
<b>V1.0</b>	<b>Julie Cordingley</b>	First Draft	<b>01/09/2022</b>
<b>V1.1</b>	<b>Julie Cordingley</b>	Amendment to expectations	<b>16/01/2024</b>
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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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, 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.
- 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
- 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

All children in Reception class and Key Stage 1 (Years 1 & 2) & Key Stage 2 (Years 3, 4, 5 & 6) classes are expected to wear school uniform.

The items of uniform are as follows:

- Royal blue jumper or cardigan
- White shirt
- **School tie** – available to purchase from the school office
- Dark grey trousers/shorts/skirt
- Plain socks or tights (white/grey/black/navy blue)
- Plain black shoes
- Black pumps for indoor use
- A school summer dress (blue) is optional during warmer months

The following items of clothing are required for Physical Education:

- Plain royal blue / navy blue shorts
- Plain blue or white collared t-shirt / polo shirt
- Trainers for outdoor wear
- Plain blue or black tracksuit.

No school branding is required on any item of PE clothing.

In addition to uniform requirements, the following expectations are set regarding presentation:

- Hair, below shoulder length, must be tied back in a ponytail/ bun/ plait etc.

- No jewellery should be worn to school other than that worn for religious significance.
- Watches are permitted. The watch must not be a distraction to learning and must not be a smart watch or any style of watch that can take photos or is used for messaging.
- Earrings may be worn but must be a small plain stud. Children will be expected to cover earrings or remove them for PE lessons and swimming lessons.
- Any hair accessory worn in the hair, e.g., slide, hairband, bobble must be small and plain in colour.
- Nail varnish, make-up or coloured hair dyes should not be worn to school.

## 4.2 Where to purchase it

The only **essential** branded item of Adel Primary School uniform is the **school tie**. This can be purchased from the school office or the shops listed below.

School jumpers and cardigans branded with the Adel Primary logo can be purchased from either:

- THE SCHOOL UNIFORM SHOP, 18-20 Green Road, Meanwood, LS6 4JP
- UNIWEARS <https://www.uniwears.co.uk/>

Additional branded items that can be purchased from the school office – these are non-essential branded items:

- Adel Primary School book bag
- Adel Primary School pump bag

All other items are generic and can be purchased from most ‘high-street’ retailers/large supermarkets

## 4.3 Where to purchase it

Items of second-hand school uniform are held by the school and ‘pop-up’ shops will be run on a half termly basis at school to allow families to donate and exchange items of Adel Primary School uniform on a pay-as-you-feel basis.

- Times and dates of the Adel Primary run pop-up shop will be advertised via ParentMail and via the school website.

In addition to this, second-hand school uniform can be acquired through the Adel Primary Parents Association free school uniform exchange Facebook site via the following link

- <https://www.facebook.com/groups/568397951596251>

As well as through the LS16 Community Uniform Exchange Facebook Group.

- <https://www.facebook.com/groups/1228944327510433>

## 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 most out-of-school events or on trips that are organised by the school, or where they are representing the school (if required) unless instructed otherwise by the visit leader.

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 members 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
- 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 two years by the Headteacher. At every review, it will be approved by the Governing Body.

## 7. Links to other policies

This policy is linked to our:

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



## Equality Impact Assessment

		Yes/ No	Comments
<b>1.</b>	<b>Does the policy / guidance affect one group less or more favourably than another on the basis of:</b>		
	▪ <b>age</b>	No	
	▪ <b>disability</b>	No	
	▪ <b>gender reassignment</b>	No	
	▪ <b>marriage and civil partnership</b>	No	
	▪ <b>pregnancy and maternity</b>	No	
	▪ <b>race</b>	No	
	▪ <b>religion or belief</b>	No	
	▪ <b>sex</b>	No	
	▪ <b>sexual orientation</b>	No	
<b>2.</b>	<b>Is there any evidence that some groups are affected differently?</b>	No	
<b>3.</b>	<b>If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable?</b>	N/A	
<b>4.</b>	<b>Is the impact of the policy/ guidance likely to be negative?</b>	No	
<b>5.</b>	<b>If so, can the impact be avoided?</b>	N/A	
<b>6.</b>	<b>What alternatives are there to achieving the policy/ guidance without the impact?</b>	N/A	
<b>7.</b>	<b>Can we reduce the impact by taking different action?</b>	N/A	