

Elm Park Primary School

Inspiring Learners, Enriching Lives, Achieving Together

School Uniform Policy



Written by	Provided by Health and safety department - amended by Carol Bond
Start Date	March 2023
Review Date	March 2025
Headteacher's Signature	
Chair of Governors' Signature	
Date ratified by Full Governing Body	

Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices:	School uniform Policy	DATE:	March 23
EIA CARRIED OUT BY:	Carol Bond	EIA APPROVED BY:	

Groups that may be affected:

Are there concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for a positive impact
Age (young people, the elderly; issues surrounding protection and welfare, recruitment, training, pay, promotion)		x
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication)		x
Gender reassignment		x
Marriage and civil partnership		
Pregnancy and maternity		
Race		x
Religion and belief (practices of worship, religious or cultural observance, including non-belief)		x
Gender identity		x
Sexual orientation		

Any adverse impacts are explored in a Full Impact Assessment.

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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 teacher by calling 01454866750 or emailing elmparkparents@sgmail.org.uk 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 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.
- › Limiting items with distinctive characteristics to low-cost and/or long-lasting items.
- › 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, 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 different year/class/house groups
- › 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

- › Branded Items:
- › We ask that all pupils wear a jade green cardigan or jumper, which features the school logo.
- › All other uniform items are not required to be branded but we do ask that they have no other logos on them.

Uniform:

Black or charcoal trousers/skirt/pinafore

Dark green and white summer dress

Black or charcoal short trousers.

White or jade green polo shirts.

Dark coloured socks or tights

Plain black shoes, which are suitable for being active and waterproof.

P.E Uniform:

Optional – Elm Park Forest Green Hoodie with logo or Branded School jade green jumper/cardigan

House coloured T-shirt – needs to be plain. Can have school logo as an option.

Plain black jogging bottoms/leggings

Trainers

Waterproof coat

Children will be provided with a book bag when they join the school in reception.

➤ We politely request that children only wear a watch and one studded earring in each ear. These must be removed for sporting activity.

4.2 Where to purchase it

- As a school, we are passionate about reducing our carbon footprint. We have created a nearly new uniform shop on the SchoolMoney App, where we sell preloved school uniform and coats at a cost of £5.00 or less.
- If you would like to purchase new uniform, the vast majority of the clothing can be purchased from a supermarket or children's clothing shop.
- Branded items can be purchase from 3 differnet suppliers:
- Tayz Clothing based on Winterbourne High Street
- Myclothing – online retailer
- Monkhouse clothing
- Follow the link <http://www.elmparkprimary.com/parents/uniform/> to find out more details.

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
- 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 teacher 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 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.

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.

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 every 3 years by the full 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