

# School Uniform Policy

St Laurence in Thanet CE Junior Academy



**Approved by:**

S Graham

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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 Ms Sarah Graham, 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 review the costs of our branded uniform and compare against other uniform suppliers to ensure value for money.

We will make sure our uniform:

- › Is available at a reasonable cost
- › Requires the least amount of specified branded items
- › Provides the best value for money for parents/carers
- › Takes into account the views of 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 for example, by only asking that the blazer, and the jumper/cardigan, features the school logo. The blazer is optional. The only compulsory item is the sweatshirt/cardigan.
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › 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 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 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

***Our uniform is gender neutral; choose from:***

- White school shirt and tie OR white school polo shirt with or without tie
  - Black/grey school trousers/shorts/skorts
  - School logo sweatshirt or cardigan
  - Summer green gingham dress/skort dress (playsuit style school dress)
  - **Plain black** school shoes/ **plain black** trainers. No boots of any kind.
  - School bag of choice
  - Plain white or black socks
- PE kit (to be worn to school on PE days – this means you will need less non PE day uniform as two days a week children will be wearing PE kits.***
- Black leggings/joggers/PE shorts (all plain supermarket)
  - House colour T-shirt (supermarket plain) **OR** branded school PE T-shirt
  - Plain Black Trainers/plimsolls
  - Plain black hoodie or plain black sweatshirt (supermarket) **OR** branded school PW hoodie
  - Swimming costumes for when children swim – one-piece costume (no bikinis/tankinis)
  - No additional items needed for sports clubs although a PE bag is useful

**Optional items – you MAY also wish to have:**

- School branded blazer.
- School tie.
- School branded PE bag.
- School branded coat.
- School branded PE T shirt.
- School branded PE hoodie.

***Jewellery, makeup, nail varnish and hair***

- Earrings – small, plain stud style only. NO hoops/dangly/large for safety reasons.
- All earrings MUST be taken out or taped up with micropore tape for safety reasons for PE.
- Hair – if long enough to tie up MUST be tied up. Hair is not to be coloured.
- No nail varnish.
- No makeup.
- Watches – simple/non expensive watches allowed – NO Smartwatches/Fitbits due to safeguarding reasons and cost.
- No other jewellery.

## **4.2 Where to purchase it**

Our uniform supplier is <http://www.schoolwearcentre.net/>

Non branded uniform items can be purchased cheaply from any supermarket/high street retailer uniform range.

Second hand uniform items are available through the FLO Mrs Shepherd. Parents are encouraged to donate outgrown items of uniform to keep a good stock available for those who need it.

Our uniform supplier <http://www.schoolwearcentre.net/> also has a small stock of donated items which parents can enquire about.

## **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 consulted along with parents to gather their views. Pupils are also expected to contact Ms Sarah Graham if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **5.2 Parents and carers**

Parents and pupils will be consulted every two years on their views about our uniform policy. We will take into account all views and make any adjustments according to the majority wishes.

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 Ms Sarah Graham 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 class teachers and the Family Liaison Officer.

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. The FLO holds a small supply of second hand uniform to assist families in financial difficulty.

### **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 two years by Ms Sarah Graham, Headteacher. At every review, it will be approved 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