

School Uniform Policy

Pilgrims' Way Primary School



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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, disability, 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 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 gender
 - ✓ Allow pupils to wear headscarves and other religious or cultural symbols
 - ✓ Allow pupils with sensory or physical needs to make adaptations to their uniform depending on their specific needs
 - ✓ Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to contact the school office team, who can answer questions about the policy and respond to any requests.
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3. Limiting the cost of school uniform

Our school recognised that it has a duty to make sure that the uniform we require is affordable and 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 must 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, 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, 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 schools' uniform

Uniform

- School colour sweatshirt/cardigan/fleece
- White polo shirt (school logo optional*)
- Black skirt/trousers/tailored shorts/ jogging bottoms/leggings
- Black/grey/white socks
- Plain black/grey tights
- Black shoes or (completely) plain black trainers
- Red and white gingham print dress (summer only)
- Skirts, dresses and shorts must be of appropriate length

Please note that we ask that children have a spare pair of wellies/trainers/boots in school at all times for playtime.

Expectations for PE and swimming kit

Pupils should wear the correct PE kit for games and PE lessons for reasons of comfort and safety. School PE kit consists of:

- School t-shirt with logo (optional) in house colour
- Plain black shorts
- Plain black plimsolls
- Trainers
- Plain black tracksuit
- PE bag

Swimming

When taking part in swimming lessons, children need:

- Goggles
- Swimwear (Bikinis/long shorts should not be worn)
- Towel
- Swim bag
- Swimming hats are optional.

Forest School

- A waterproof coat
- Waterproof trousers
- Wellington Boots

- Warm thick trousers (not leggings)
- A warm jumper
- A long-sleeved top
- A hat and gloves

Children who already own waterproofs (such as all-in-ones or trousers) are encouraged to bring them in. All of these clothes will get dirty. Please do not bring in clothes which are expensive and cannot get dirty.

Jewellery

For health and safety reasons we do not allow children to wear jewellery to school.

Exceptions are made for jewellery that is considered important / essential based on any of the protected characteristics (See Equality Act 2010), however it is vital that any items worn allow children to participate in the full curriculum safely.

No jewellery to be worn in school, including non-uniform days. No make up or nail varnish is permitted, including school tag days.

A basic wristwatch (no smart devices) is permitted.

Hair

We ask that long hair is tied back to ensure health and safety in the classroom and for PE.

Labelling

Please ensure that all items that come into school are clearly named so we can return them easily should they be misplaced. We often find that children have very similar items. If all items are named this is likely to reduce any upset caused through the loss of belongings such as bags, lunch boxes, water bottles, resources, uniform, shoes and coats etc as when they are found they can be easily returned.

5. Where to purchase uniform

Items with the school logo can be purchased from Barnums School Wear by phone (01227 365220), online or by visiting the shop at 14-16 William Street, Herne Bay, Kent CT6 5EJ. Items with the school logo are optional. Uniform can also be delivered to a nominated address (for a charge) or to school (free of charge). Payment plans are available.

The vast majority of items can also be purchased cheaply from a wide range of 'high-street' retailers such as supermarkets and other widely available clothes retailers.

Our Family Liaison Officer (FLO) manages a uniform 'swap-shop' and second-hand uniform supply based in the school office area.

6. Expectations for our school community

6.1 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)

6.2 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 and carers are also expected to contact the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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.

6.3 Staff

Ongoing breaches of our uniform policy will be dealt with by class teachers in the first instance and then, if issues persist, will be referred to team leaders and potentially other members of the senior leadership team if necessary.

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.

6.4 Governors

The school's Local Academy Committee (LAC) 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.

7. Monitoring arrangements

This policy will be reviewed every two years by the headteacher. At every review, it will be approved by school's Local Academy Committee.

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Safeguarding and Child Protection Policy