



School Uniform Policy

Palmers Cross Primary School

Policy Created: July 2022

Approved by Trustees: 7 November 2022

Review Date: July 2025

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

Our Trust'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 Head teacher, who can answer questions about the policy and respond to any requests

Limiting the cost of school uniform

Our Trust 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: for example, by only asking that the jumper or cardigan, features the school logo.
- 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 and bags
- 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
- Considering alternative methods for signaling differences in groups for interschool competitions, such as coloured bibs, 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

Expectations for school uniform

Winter – October (after half term) to April (Easter)

- Navy cardigan or jumper **with logo**
- Sky blue shirt or blouse with tie
- Plain grey skirt, pinafore or tailored trousers
- Navy, sky blue and gold striped tie (elasticated up to Year 3)
- Plain and flat black formal school shoes
- Plain black, white, navy or grey tights or socks.
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Summer-April (after Easter) to October (half term)

- Sky blue polo shirt with grey skirt, trousers or shorts
- Plain grey skirt, pinafore or tailored shorts
- Knee length pale blue and white striped or gingham summer dress
- Sandals may be worn in dry weather with socks. Sandals must be black or navy and flat.

Expectations for PE and swimming kit

- Light-blue t-shirt (**preferably with logo**)
- Navy shorts or PE skirt
- Plain, black pumps
- Swimming costume – tight fitting trunks or full costume
- Swimming hat

The following branded items are required:

- Navy cardigan or jumper
- PE t-shirts

We will accept generic items instead of branded ones for the following:

- Trousers, skirts and pinafores
- Shorts
- Shirts and polo shirts

Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)

- Only one pair of plain, small studs to be worn and removed for PE and swimming
- No large hair accessories/ornaments such as JoJo bows
- Long hair (shoulder length or longer) must be tied back
- Tramlines or shaved eyebrows are not permitted
- Hair styles which are extreme/detract from learning or impact health and safety are not allowed

Expectations for shoes, bags and coats

- Shoes must be sturdy and black. Trainers are not allowed.
- Coats should be plain and inexpensive. They should be suitable for the weather conditions prevailing and may vary from season to season. Coats bearing inappropriate lettering or slogans are not acceptable, neither are denim or leather (leather style) jackets
- Storage space is limited and therefore bags should be as small as possible and easy to carry.

Where to purchase it

Uniform for **Palmers Cross Primary School** is available from:

Our school office or

Trutex – Crested School Wear

Wulfrun Shopping Centre

WV1 3HG

Or online orders can be made at www.trutex.com

Second Hand Uniform - From time to time schools may have lost property or donated uniform which would be available on a first come first serve basis. Parents will be informed as and when this is available.

Expectations for our school community

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 also expected to contact the Head teacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Trust's complaints policy

The school and Trust will work closely with parents to arrive at a mutually acceptable outcome.

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 Head teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head teacher in line with the behaviour policy.

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.

Trustees

The Trust Board will review this policy and make sure:

- That it is appropriate for our schools' contexts
- That uniform policies are implemented fairly across the Trust
- It takes into account the views of parents and pupils
- It offers a uniform that is appropriate, practical and safe for all pupils in our Trust

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.

Monitoring arrangements

This policy will be reviewed every three years by the Trust and School Leaders.

Links to other policies

This policy is linked to our:

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