



School Uniform Policy

Policy Review Date: Autumn Term 2022

Signed by:

_____ Headteacher Date: _____

_____ Chair of Governors Date: _____

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Statement of Intent

Firs Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

1. Legal Framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

2. Roles and Responsibilities

The governing body is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing body.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Supporting pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost Principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase

multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school does not expect children to wear any branded items of uniform, though these are available to purchase from the school office if required. At Firs, we ask that children wear uniform items in school colours, which can be bought anywhere the families choose.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

Branded uniform items are sold directly from the school office at cost price. Firs Primary School does not make any profit on school uniform – we sell it for the same price as we buy it.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

4. Equality Principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing body, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. School Uniform Supplier

Branded school uniform can be purchased from the school office. It is not available from any retail school uniform outlets.

Non-branded school uniform can be bought from most supermarkets.

7. Uniform Assistance

The school will support any vulnerable families in meeting the costs of uniforms. We have a range of good quality second hand uniform that is provided free of charge to any parent who needs it.

Parents are invited to donate their child's uniform when they no longer need it.

8. Non-Compliance

Staff members will support pupils who do not adhere to the school policy on uniform and will give items of uniform to the child to wear. Parents will usually be consulted on this, unless it is a regular occurrence and parents are aware that this is what happens.

9. School Uniform

School colours

Our school colour is navy blue and this can be worn with either black or grey.

Clothing

The school uniform is as follows:

| Item | Optional or required | Branding | How to acquire | Cost per item from school supplier |
|--|----------------------|----------------------|---|--|
| Regular school uniform | | | | |
| Blue sweatshirt or blue cardigan | Required | With or without logo | Branded sweatshirt and cardigan available from school Blue sweatshirt or cardigan can be bought from regular retailers. | Cardigan – £8.50 Sweatshirt - £8.00 |
| White polo shirt | Required | No branding | Available from regular retailers. | N/A |
| Grey or black trousers Grey or black skirt Grey or black dress Blue, grey or black school dress | Required | No branding | Available from regular retailers. | N/A |
| Sensible, plain black shoes | Required | No branding | Available from regular retailers. | N/A |
| PE kit | | | | |
| Plain white t-shirt | Optional | No branding | Available from regular retailers. | N/A |
| Plain black shorts | Optional | No branding | Available from regular retailers | N/A |
| Accessories | | | | |
| School book bag | Optional | School logo | Available from school office. | £5.00 |
| PE bag | Optional | School logo | Available from school office | £4.00 |

Pupils who are wearing skirts should also wear black, grey or navy blue tights when the weather is cold.

Trainers are not considered suitable footwear, though plain black trainers can be worn when no school shoes are available. High heels are not permitted.

Skirts must be knee-length. No jeans are permitted.

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible wrist watch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons.

School Bag

If needed, the school bag should be small and plain. Pupils do not need to bring equipment to school as this is provided.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

Makeup

Children are not permitted to wear make-up in school.

10. Adverse Weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided. The school does provide sun screen to the children.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.

- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

11. Labelling

All pupils' clothing and footwear should be clearly labelled with their name.

Any lost clothing is be taken to the lost property box in The Orchard.

12. Monitoring and Review

This policy is reviewed every two years by the chair of governors and the headteacher.

The scheduled review date for this policy is December 2022.

