

# School Uniform policy

## Hayesdown First School



<b>Approved by:</b>	Jon Benger – Chair of Governors	<b>Date:</b> Sept 2022
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### 1. Aims

At Hayesdown First School we take a pride in our pupils looking smart and wearing the correct school uniform. We believe that children develop positive attitudes to school and a strong sense of belonging when they wear their uniform - they represent our school and are proud to be part of the Hayesdown school community. Looking smart leads to thinking smart and learning smart!

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 the Headteacher, Julia Battersby, 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 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 school jumper/cardigan and PE t-shirt feature the school logo
- › Limiting items with distinctive characteristics to low-cost or long-lasting items.
- › Avoiding specific requirements for items pupils could wear on non-school days, such as coats
- › 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 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

It is an expectation that all pupils wear school uniform.

- **Blue Hayesdown sweatshirt/cardigan – with the school logo**
- White polo shirt – school logo optional
- Grey skirt or trousers
- Summer: blue/white checked/striped dress; grey shorts
- Smart black school shoes (NOT trainers) that can be fastened by the child
- Warm, waterproof coat appropriate for the season (a Hayesdown fleece with the school logo is optional)
- Hayesdown First School Book Bag (or plain blue named book bag)
- PE kit: **Blue PE t-shirt with the school logo**; Navy/black shorts (no logo required); Black daps (gym shoes); navy/black jogging bottoms (no logo required) for outdoor PE in winter months; drawstring PE bag

***NB: items in bold are the only branded/logo items that are required as part of the school uniform policy***

#### Footwear

**Trainers are not acceptable as school uniform**

Please ensure that all footwear:

- has a flat sole (no heels or trainers)

- can be securely fastened by the child. Velcro fastening are a good alternative to laces in the early days when the child cannot tie laces independently.
- covers the toes

Plain black boots, appropriate for school (i.e. simple to fasten, below knee height and waterproof material), may be worn in the winter months.

#### Accessories

- **Jewellery:** Children must not wear jewellery to school for safety and security reasons. However, children with pierced ears may wear small studs on school days. Studs will need to be removed or covered with micropore tape during PE lessons. The exception to this is jewellery that is worn for religious or cultural requirements (please speak to the Headteacher regarding this)
- **Hair accessories:** These should be small and in line with school colours. Headbands with cat ears, unicorn horns etc and large bows are not permitted as school uniform. Long hair should be tied back.
- **Nail varnish:** is not permitted to be worn
- **Temporary tattoos:** are not permitted to be worn
- **Rucksacks:** are not permitted due to limited space. A book bag is the only requirement.

## 4.2 Where to purchase it

- All branded/ logo school uniform items can be purchased through Cosmic Monkey online ordering at <https://www.cosmicmonkey.co.uk/category/Hayesdown-First-School.com>
- Non branded items can be purchased at any store of parents' choice to secure value for money
- Information about second-hand uniform:
  - Our Parent Teacher Association (PTA) will arrange a second-hand uniform sale every term on the school site

## 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 also expected to contact the Headteacher ([office@hayesdownschool.com](mailto:office@hayesdownschool.com)) 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 Headteacher ([office@hayesdownschool.com](mailto:office@hayesdownschool.com)) 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: Senior/Phase Leaders, Deputy Head and the Headteacher.

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 four years by the Headteacher. At every review, it will be approved by the Local 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