

'From Acorns to Oaks: Learning and Growing Together.'

School Uniform Policy

December 2022



School Vision

At our school, we embrace creation in our rural setting, striving to learn, contribute and achieve.

As #TEAMELHAM, we respect, support and inspire each other.

We are a community that holds each other to high standards, helping everyone to be the best they can be, held safe in the loving hands of God.

Contents

1. Aims
2. Our school's legal duties under the Equality Act 2010
3. Limiting the cost of school uniform.
4. Expectations for school uniform.
5. Expectations for our school community.
6. Monitoring arrangements.
7. Links to other policies.

Elham Church of England Primary School is a Church of England Voluntary Aided Primary School catering for children between the ages of 4 and 11 years. The school prides itself on being a church school with specific values based on the fundamental beliefs in one God, Jesus Christ, the Holy Spirit and the Anglican tradition.

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 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 allow all pupils to wear the uniform they feel most comfortable in or that most reflect 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, 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 and ensuring that options are available from a variety of sources
 - Limiting items with distinctive characteristics to low-cost 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 leveler
 - Avoiding different uniform requirements for different year/class/house groups
 - Avoiding different uniform requirements for extra-curricular activities
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- 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

We have chosen our uniform to be practical, comfortable, affordable, and easy for children to manage by themselves. All the basic uniform items can be purchased from any major supermarket or chain store, with the option of some uniform items (in asterisk) personalised for our school, and these are available from Springers (<https://www.springersonline.co.uk>) who are based in Hawkinge. They can provide home deliveries, or collections from their premises (Unit C2, Forge Meadow, 9 Canterbury Road, Hawkinge CT18 7JA). Please telephone 01303 893236 to make an appointment.

Pre-owned uniform can also be purchased with all donations going to the PTA. If you would like to purchase pre-owned uniform, please contact the school office.

If the cost of school uniform remains a concern, please contact the school office, as we can offer help.

Winter

Grey pinafore dress, or skirt, or trousers

White school polo shirt*, or white blouse/shirt

School sweatshirt*, school cardigan*, or forest green cardigan or sweatshirt

Grey or white socks or tights

Green school coat*/coat

Wellington boots

Summer

Green and white checked dress or

White school polo shirt* and grey shorts/trousers

Grey or white socks

Black shoes should be worn with no coloured trims or soles

PE (All)

School PE shirt* (School Green) or school green T-shirt

Black shorts*

Trainers for outdoor games

Team Elham hoodie* (optional)

Black or grey tracksuit/joggers and top for outdoor activities in winter (optional)

Drawstring bag for PE*

PLEASE ENSURE ALL ITEMS ARE NAMED

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 school 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 school 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 the 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.

The headteacher and the governing body will deal with ongoing breaches of our uniform 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 resolve 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 3 years by the governors. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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

This Uniform Policy was approved by the Governing Body on.....

Signed..... Date:.....(Chair of Governors)

Signed..... Date:..... (Headteacher)

