



## Uniform Policy

**Reviewed by: Catherine Bull**

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**Next revision due: February 2025**

<b>Headteacher</b>	Sign and Date	
<b>Chair of Governing Board</b>	Sign and Date	

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

### 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- 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 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, labels or offering coloured bibs.
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

Children at Parsons Down Partnership wear school uniform. This supports the pride that we have for our school. The Governors have created our uniform so that it is smart, recognisable and affordable. Please ensure that all items are named. Please see below for details:

Red sweatshirt with a V-neck and school logo or Red cardigan with a school logo (non logo items are also acceptable)

White polo shirts at the Infant school

White shirts/blouses at the Junior School (it is not a requirement to have a polo shirt, shirt or blouse with the logo on)

Grey trousers, shorts, skirts or pinafores

Red gingham summer dresses

Grey or black tights or white, grey or black socks

School shoes should be black. For Health and Safety reasons shoes should fit securely and have a low heel. Trainers will not be allowed. Children are able to wear any colour coat or hat to school.

### **P.E. and Summer Games:**

Plain black or navy shorts

Plain white T-shirts

Plimsolls or training shoes are essential for outdoor PE.

(Most indoor work is done barefoot, but if your child has a medical condition which could be contagious, please ensure he/she comes with plimsolls.)

### **Winter Games:**

Plain black or navy shorts or tracksuit and white t-shirt.

Plain black or navy sweatshirt or sports top.

Suitable footwear for wet ground.

### **Swimming:**

Swimming hat.

A one piece swimming costume or swimming trunks.

A towel.

Goggles are not compulsory, but they must be the correct size and conform to safety standards for surface swimming goggles.

### **Outdoor Learning:**

Outdoor learning is an important part of the Parsons Down curriculum. Children in Foundation Stage and Year 1 need wellies and waterproofs in school every day and for Welly Wednesday they need appropriate clothes according to the weather conditions eg trousers, long tshirts

Children in Years 2 to 6 will be advised if they need different clothes for outdoor learning and parents will be advised with plenty of notice.

### **Jewellery**

Jewellery should not be worn to school. Stud earrings and watches are permitted but not for PE.

### **Hair**

Hair styles should be suitable for school. We do not allow extreme hairstyles: patterns cut into hair, excessively styled or brightly dyed hair. For health and safety reasons, long hair should be tied back away from the face. This is particularly important for P.E. lessons. Hair bands and Alice bands should be plain black, red or brown.

### **4.2 Where to purchase it**

- The majority of our uniform is non branded and can be purchased from local supermarkets, online and in high street stores.
- The Parsons Down Schools Association (PDSA) have a stock of second hand items which are sold throughout the year at PDSA events.
- The red logo sweatshirts/cardigans, along with other items of uniform, are available from the Skoolkit store in Newbury:

Skoolkit

40 East Street

Parkway Shopping

Newbury

RG14 1AY

01635 226703

You can now also purchase uniform online at [skoolkit.co.uk](http://skoolkit.co.uk)

## **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 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/carers are also expected to contact the headteacher 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/carers 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/carers 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.

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/carers 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 annually. 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