



Uniform Policy

Wisdom for life

Level of Delegation:	Trustees	Approval date:	23/05/2022
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Based on:	The Key model policy and good practice in its schools		

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1. Introduction and Aims

The purpose of this trust policy is to support schools in having school uniform policies that are compliant and meet health and safety requirements.

It is for the Local Governing Body (LGB) to decide their school’s uniform policy provided that it meets the requirements of this policy including relevant legislation and health and safety requirements.

Whilst the trust seeks to provide guidance on the legal requirements, it is recognised that each school has its own identity – as reflected in their school uniform.

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.
- Explain how uniform must meet health and safety requirements.
- What the trust and what local governing bodies (LGBs) / senior leaders are responsible for.

2. 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 trust (including our schools) 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 their school's senior leadership team 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.
- 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.
- 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 and carers 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. Trust expectations

For legal reasons, the trust requires all schools to ensure that:

- A swimming hat is worn by all children with long hair when in a swimming pool.
- Children are permitted to wear alternative school uniform or swimming costumes for religious, medical or SEND reasons.
- No earring studs are worn on swimming days. (As freshly pierced ears take several weeks to heal, piercing should not take place in the two months prior to swimming lessons starting).
- No jewellery is worn for PE by the child including earrings. Covering earrings with micropore tape or plasters is not sufficient. Staff should not accept a disclaimer from a parent giving permission for earrings to be worn or covered up by tape or plasters.
- Members of staff are not permitted to remove or insert earrings and cannot accept responsibility for the safe keeping of such items.
- Long hair to be tied back with for health and safety reasons.
- Sun hats can be worn when required.
- Smart watches, smart glasses and other devices are not worn for safeguarding reasons.

The trust recommends schools ensure that:

- Long hair is tied back with accessories in school colours and are not excessively large.
- Hair gel, make-up, nail varnish or tattoo style transfers are not worn.
- Expensive watches are not worn.
- Sunglasses are only be worn if there is a medical reason and the child's class teacher is informed.
- One piece swimming costumes, swimming trunks or shorts (above the knee) are worn (Long surf-style shorts make swimming much harder and may not be safe for beginners).
- Parents/carers and pupils are aware that the trust (including the school) cannot accept responsibility for any damage to or loss of a pupil's watch or any other expensive clothing/personal effects.

4.2. School's uniform

The Local Governing Body (LGB) of each school must publish its own school uniform policy, including:

- Which branded items are required (or not) e.g. school jumper with a logo.
- Which branded items are optional e.g. fleece with a logo.
- Where you'll accept generic items instead of branded ones (if relevant).
- Expectations for PE including swimming.
- Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010).
- Expectations for shoes, bags and coats.
- Expectations for school bags, book bags, lunch boxes and other personal items that may be brought to school.
- Which items are only required in specific circumstances or at certain times of the year e.g. summer and winter uniforms.

4.3. Where to purchase it

The Local Governing Body (LGB) of each school will also publish:

- Where parents and carers can obtain the uniform, including where items are only available from a specific retailer or can be bought more widely, e.g. from 'high-street' retailers.
- Information about second-hand uniform, for example:
 - If your school or Parent Teacher Association (PTA) will arrange a second-hand uniform sale.
 - Details of local uniform exchange schemes.

The trust encourages all of its schools to enable second-hand uniform to be available.

5. Expectations

5.1. Pupils

Pupils are expected to wear the correct uniform at all times unless specified otherwise by the school's senior leadership team as permitted by their local governing body. Typically this will mean wearing the proper school uniform 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 (unless specified otherwise).

Pupils, or their parents/carers, are also expected to contact their school's head or another member of the senior leadership team 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 their school's head or another member of the senior leadership team 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 the trust's complaints policy.

It is the school's responsibility to work closely with parents to arrive at a mutually acceptable outcome.

5.3. Staff

The trust expects school staff to closely monitor pupils to make sure they are in correct uniform. Staff should give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the head if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the school's policy and practice.

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.

Senior leaders may permit pupils to wear alternative clothing. e.g.

- For curriculum enrichment activities or school trips.
- Non-uniform or charity days.
- Special events e.g. discos.
- During very cold or hot conditions e.g. heatwave or if the heating system is not working.

Where senior leaders permit non-school uniform to be worn, staff should ensure that:

- Clothing is safe e.g. open-toed sandals, very loose clothing or fancy dress may be unsafe.
- Clothing is modest and age-appropriate e.g. Disco clothing.
- Does not include inappropriate images or offensive words.

- Does not disadvantage pupils who may not have access to expensive clothing and/or parental support with regards to home-made creations/fancy dress.

5.4. Governors

The governing board will review this policy and make sure that it:

- Is appropriate for their school's context and identity.
- Is implemented fairly across their school.
- Takes into account the views of parents and pupils.
- Offers a uniform that is appropriate, practical and safe for all pupils.

The LGB 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.

The LGB can also make recommendations to the board of trustees for this policy to be revised as and when required.

5.5. Trustees

The board of trustees will review this policy at least every three years to ensure that it continues to be compliant and meet legal and health and safety requirements.

6. Monitoring arrangements

6.1. Governors

Each school will monitor the impact and effectiveness of their local school uniform arrangement as agreed by the Local Governing Body.

6.2. Trustees

This impact and effectiveness of this policy will be reviewed annually by the trust.

7. Links to other policies

This policy is linked to the trusts:

- Equality information and objectives statement.
- Complaints policy.

This policy may be linked to individual schools:

- Behaviour policy.

Appendix A – St Nicolas and St Mary CE Primary School Uniform Policy



St Nicolas and St Mary CE Primary School Uniform Policy

Reviewed: June 2021

Next review date: June 2023

*Journey together,
guided by God,
to do the best we can.*

Pupils at St Nicolas and St Mary's have the tradition of wearing a uniform as this encourages a sense of identity and pride and a manner for work.

We expect all parents/carers who accept a place at this school will ensure their child wears the correct uniform. Please ensure all children's clothing and belongings are **named**.

Outdoor Coats

- Coat or waterproof. Reflective safety strips are a useful addition; OR
- A navy fleece with full length zip with embroidered school logo (for outdoor use only).
- Hoodies are **not** allowed.

YR & KS1 WINTER AND SUMMER UNIFORM

(Winter uniform to be worn from the 1st Monday in October to end of Spring Term)

- Grey shorts or trousers (non-fashion) **OR** navy blue pinafore/skirt and white polo style shirt with school logo (pinafore/skirts must be no shorter than just above the knee.)
- Navy and white gingham checked dress* (**not** playsuit style or 2-piece outfits and dress must be no shorter than just above the knee.) *summer uniform only
- Navy V neck jumper/sweater or cardigan with school logo.
- Plain grey, black, navy or white socks or tights with no coloured trims (except grey, black, navy or white) and no logos.
- Navy or black shoes or sandals (no boots, high heels, trainers, open-toed sandals or crocs.)



KS2 WINTER UNIFORM *(1st Monday in October to end of Spring Term)*

- Grey shorts or trousers (non-fashion) **OR** navy blue pinafore/skirt (pinafore/skirts must be no shorter than just above the knee).
- White shirt (long or short sleeved) – **not** a blouse.
- School tie.
- Navy V neck jumper/sweater or cardigan with school logo.
- Plain grey, black, navy or white socks or tights with no coloured trims (except grey, black, navy or white) and no logos.
- Navy or black shoes (no boots, high heels, trainers, open-toed sandals or crocs.)



KS2 SUMMER UNIFORM *(Summer term until 1st Monday in October)*

Note: KS2 children (Years 3 – 6) may wear a shirt and tie all year round.



- Same as winter uniform **OR**
- Grey shorts/trousers (non-fashion) or navy blue pinafore/skirt and white polo style shirt with school logo (pinafore/skirts must be no shorter than just above the knee.) **OR**
- Navy and white gingham checked dress (**not** playsuit style or 2-piece outfits and dress must be no shorter than just above the knee.)

PE Kit

All children:

- plain navy shorts or cycling shorts – leggings **must not** be worn
- red T-shirt with school logo
- dark coloured tracksuit (if wished for cold weather)
- KS1: white/black plimsolles
- KS2: trainers should be worn for outdoor sport/events

Swimming Kit

KS2 children should wear:

- one piece costumes, swimming trunks or shorts (above the knee) – **not** long surf-style shorts.
- a swimming hat is required for all children with long hair.
- no earring studs should be worn on swimming days. As freshly pierced ears take several weeks to heal, piercing should not take place in the two months prior to swimming lessons starting.

Jewellery, Hair and Make-up and other accessories

- No jewellery to be worn except small stud earrings or cross on chain, which have to be removed for PE by the child. Covering earrings with micropore tape is not sufficient (this is in accordance with local authority policy and advice).
- Members of staff are not permitted to remove or insert earrings and cannot accept responsibility for the safe keeping of such items.
- Long hair to be tied back with accessories in school colours (eg blue and white), for health and safety reasons, and must not be excessively large. Hair gel **must not** be worn.
- Make-up, nail varnish or tattoo style transfers must not be worn to school.
- Inexpensive watches may be worn but please note that the school cannot accept responsibility for any damage to or loss of a pupil's watch.
- Sunglasses should only be worn if there is a medical reason and your child's class teacher should be informed of this.

Additional Notes

- On non-uniform day pupils should wear clothes that are suitable and appropriate for school, for example crop tops are not considered appropriate for school.
- If children are in non-school uniform then they must wear closed shoes (no open sandals).
- If there is a medical reason why your child cannot wear the appropriate uniform, please inform the school in writing.
- Book bags and backpacks:
 - YR, Y1, Y2 & Y3: children should use a book bag only. However, they may bring in an additional bag if they have equipment/kit for a club.
 - Y4, Y5 & Y6: children may use a small backpack rather than a book bag.

Uniform Suppliers

- PE bags, book bags, navy V neck jumpers/sweaters, white polo shirts and red PE T-shirts can be purchased from a number of local suppliers (list available on the school website www.stnicolasmary.w-sussex.sch.uk)
- Ties are available from the school office.
- The suppliers listed are not assumed to be exclusive suppliers or to carry all stock of uniform.
- The school and Governors endorse the Office of Fair Trading in having a base uniform that can be obtained 'off the peg' and in ensuring that a number of retail outlets are able to supply uniform in order to make it cost effective and allow a degree of choice for parents.