# AVISHAYES PRIMARY SCHOOL

# &

# EARLY YEARS CENTRE

# FOR TEACHERS, SUPPORT STAFF, GOVERNORS AND VOLUNTEERS

## School Uniform Policy

| | |
|---|---|
| **Responsibility:** | **Governors** |
| **Reviewed:** | **November 2025** |
| **Next review date:** | **November 2026** |
| **Key legislation:** | **Equality Act 2010** |
| **This policy should be read in conjunction with:** | |
| **Code of Conduct**<br>**Children Act 2004**<br>**Anti-bullying policy**<br>**Equal Opportunities Policy**<br>**Behaviour policy**<br>**Equality information and objectives statement**<br>**Anti-bullying policy**<br>**Complaints policy** | |

## 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; children do not need to wear a logoed jumper or cardigan
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items,
- 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 leveller
- Avoiding different uniform requirements for different year/class

- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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

- Add details of your school uniform to this section, including:
- A branded jumper or cardigan is optional and can be purchased at the school office at a reasonable cost
- We accept generic red jumpers or cardigans, red and white polo shirts instead of branded ones
- Expectations for PE and swimming kit is a full body swim-suit (not bikini) or trunks
- Stud jewellery is allowed (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
- Shoes cover the toe and can be trainer-type shoes if they are all black

### 4.2 Where to purchase it

- Add details including:
- Parents can buy uniform with the school logo on it from the school office
- Second-hand uniform can be purchased from the school office or PTFA who arrange a second-hand uniform sale

## 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.
- Ongoing breaches of our uniform policy will be dealt with by having a meeting with parents and the Senior Leadership Team.
- 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 every 2 years by the Headteacher. At every review, it will be approved by the full governing board.