

Water Mill Primary School

School uniform policy

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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 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

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 ›

All items that have distinctive characteristics (i.e. school logo) are optional.

- › 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
- › 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

- Blue sweatshirt/cardigan/jumper with or without school logo
- White polo shirt or white blouse or shirt
- Grey skirt, pinafore or trousers (no jeans)
- Blue check dress (summer)
- School tie (Optional for Years 5 & 6)
- Dark school shoes (**not** trainers or boots)
- Blue Book bag with or without logo

An appropriate coat/jacket suitable for the season should be worn.

Boots are sensible for bad weather but children must bring school shoes to change into. Heeled shoes and flip flop style sandals or crocs are not suitable.

One piece, elasticated hijabs are permitted for those who want hair to be covered. These should be in blue, black or white. Long hair should be tied back.

JEWELLERY

Jewellery must not be worn to school. Small stud earrings can be worn but must be removed for PE and swimming. Children will be asked to remove jewellery and take it home with them.

PE KIT

School PE kit needs to contain:

- Blue or black sweatshirt and jogging bottoms or tracksuit
- House team colour t-shirt and black or blue shorts or leggings
- Pumps or bare feet for indoor PE and trainers for outdoor PE Bags with school logo are available from the school office.

Swimming Kit

- Trunks or fitted swimming shorts or a decently fitted costume.
- A towel
- Goggles are only necessary for children whose eyes become irritated by chlorine.
- A bag that is waterproof and drawstring.
- Long hair needs to be tied back.

4.2 Where to purchase it

- › Branded uniform can be purchased from our school office or from Kids Essentials in Northfield. Unbranded items can be purchased from supermarkets.
- › Second hand uniform can be obtained from Rubery Swop Shop and from our end of term lost property sales.

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 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 are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

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.

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 3 years unless an amendment is needed.

Date: Summer 2024