



Royles Brook Primary School

Uniform Policy 2024 - 2025

Policy Version & Issue Date	V2.0 September 2024
Date agreed by Governing Body	October 2024
Person responsible for review	J. McKinnon
Date of next review	September 2025

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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 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 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 and/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 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 groups and classes
- › 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 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

Branded items

- School grey jumper or school grey cardigan with school badge
- School grey PE hoody
- Yellow PE t-shirt with school badge
- Gold/ brown school tie

Unbranded items

- Grey cardigan or jumper
- Grey PE hoody
- Yellow PE t-shirt
- Grey pinafore/ skirt/ shorts or trousers
- White collared shirt (long or short sleeved- no polo shirts)
- Grey, black or white socks
- Black school shoes

Summer Uniform



- Yellow checked summer dress (not striped) with grey school jumper/ unbranded jumper or grey school cardigan/ unbranded cardigan
- Grey uniform school shorts may be worn at any point during the academic school year if preferable to trousers or a skirt

Jewellery

On health and safety grounds we do not allow children to wear jewellery in school. The exceptions to this rule is:

- one pair of plain (gold or silver) earring studs in pierced ears.

We ask the children to remove these during PE, games and swimming for health and safety reasons. The school advises parents who wish their children to have their ears pierced to do so at the beginning of the school holidays.

Extreme Haircuts

The school does not permit children to have 'extreme' haircuts that could serve as a distraction to other children. Hairstyles and haircuts which are deemed too extreme such as tramlines, stars, shaved heads (No shorter than a number 2), extreme patterns 'V' styles, Mohican cuts, or dyed, tipped or dipped hair are also forbidden. Pupils with long hair should also tie it back for safety reasons.

Footwear

The school wants all children to grow into healthy adults. We believe that it is dangerous for children to wear shoes that have platform soles or high heels so we do not allow children to wear such shoes in our school. Neither do we allow children to wear trainers to school; this is because we think that this footwear is appropriate for sport or for leisurewear, but is not in keeping with the smart appearance of a school uniform. We require all children to wear black shoes.

PE

- Grey school hoody with school badge or unbranded grey hoody
- Yellow school PE t shirt with school badge or unbranded yellow PE t shirt
- Plain black knee length shorts/leggings/ jogging trousers without logos/ branding
- Trainers suitable for PE (no platform or high -top trainers)
- **No jewellery can be worn during PE lessons (earrings must be removed before children come to school or tap applied if they have been recently pierced and unable to remove)**

Swimming (Lancashire County Council Swimming Policy Guidance)

- Towel
- Swimming costume (no 2-piece costumes)
- Swimming trunks need to be tight and not baggy
- **No jewellery can be worn during swimming lessons (earrings must be removed before children come to school)**
- Hair must be tied up and all other hair accessories removed
- Swimming cap for hair that is of a length that can be tied back

4.2 Where to purchase it

All above branded/ unbranded items can be purchased from:

Bispham Clothing
7 All Hallows Road
Blackpool
FY2 0AS



- › All unbranded items can also be purchased from any high street retailer of your choice
- › The school PTFA promote the exchange of good quality pre-loved uniform items at school events across the school year

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.

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 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 class teachers and/or members of the school 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 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 by the headteacher. 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
- › Complaints policy