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**SCHOOL UNIFORM POLICY**

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| **Approval Date:** | **Spring 2022** |
| **Review Date:** | **Spring 2024** |

# 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](https://www.legislation.gov.uk/ukpga/2010/15/contents) 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
* Allow for 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

# 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](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms) 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 accepting pupils wearing non-branded 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 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 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

Our school colours are grey trousers/pinafores/skirts, royal blue sweatshirts/cardigans and white polo shirts. As the colours are standard, you should find that clothing can be obtained from the majority of chain stores and supermarkets at a reasonable cost. Fleeces & sweatshirts with the school logo can be obtained from Scholars shops in Bath and Trowbridge, or directly through the [Scholar’s website](http://www.scholars-uk.com/).

**It is important to note that no child is required to wear any branded item, fleeces and sweatshirts of the correct colour without the school logo can be worn.**

Shoes should be smart, trainers are not to be worn during the school day, except for outdoor PE or when playing on the school field, if muddy. Sandals must not be worn at any time as they present a health and safety hazard.

Children should always have a coat in school since they are frequently involved in field study activities as part of the normal day.

For Physical Education (PE), all children need a pair of blue shorts and a white T-shirt and/or leotard, and a pair of plimsolls/trainers for outdoor activities. For swimming, children will need trunks/swimming costume and a swimming hat.

Forest School Sessions – In all seasons, Children will need wellington boots, tough shoes, long-sleeved shirts and long trousers, and a waterproof. In the winter months, children will need a warm jumper or sweatshirt, warm coats, and hat, scarf and gloves. In the summer, children will need a sunhat and sun cream, but we ask that they don’t wear sandals. Clothes should be put in a named bag that will hang on their cloakroom peg.

Book bags and swimming hats can be purchased from the school office. It is not a requirement for pupils to purchase branded book bags or swimming hats. Appropriately colours, non-branded alternatives which can be found in chain stores and supermarkets are perfectly acceptable.

The Parent Teacher Association (PTA) run a number of uniform sales over the year, selling second hand items at very low prices. If you have surplus uniform that is still in good condition, the PTA are very pleased to accept donations, as all proceeds go to the school.

# 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 School Council 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 the Headteacher.

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.