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# UNIFORM POLICY

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Approved By	Local Governing Committee
Date Approved	27 <sup>th</sup> June 2024
Review Date	Summer 2027

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## 1. Policy Statement

At East Crompton St George's CE Primary School, we have extremely high expectations of our pupils in all aspects of behaviour. These expectations extend to our high standards around uniform.

Our pupils must look smart at all times both in and around the school grounds and when in the community, recognising that they are our ambassadors for our school.

There is a visual uniform guide for parents / carers at the end of this policy.

## 2. 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, at St George's Primary School, we 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 minimum uniform costs are the same for all pupils.
- 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 / carers to get in touch with their class teacher, who can answer questions about the policy and respond to any requests.

## 3. Uniform Requirements

### 3.1 Standard Items

Items marked with \* are available from our uniform supplier (see section 7). Other items may be purchased from any retailer.

- \*Red St George's jumper with logo. A plain red jumper may also be worn.
- \* Red St George's cardigan with logo. A plain red cardigan may also be worn.
- \*Red St George's Fleece/school jacket (optional).
- Plain grey conventional knee-length skirt. (Skirts are not to be rolled up or be excessively tight or short. The skirt as a uniform item is not mandatory and trousers are permitted for all pupils, if preferred).
- Plain grey conventional trousers. (Jeans, leggings, skinny fit trousers, tight fitting trousers or tracksuit bottoms are not permitted. Jeans are defined as trousers with patch pockets and rivets. Trousers should not trail on the floor).
- Plain grey pinafores may be worn.
- White polo shirt are to be worn underneath school jumpers, cardigans and pinafores. (\*Parents / carers have the option of purchasing polo shirts with logo for pupils. Alternative colours are not permitted. Shirts must be tucked into skirts or trousers at all times).
- Red Gingham Summer dresses or playsuits may be worn in warmer weather. (Alternative colours are not permitted).
- Plain grey conventional shorts may be worn in warmer weather.
- Skirts, pinafores or summer dresses must be worn with white ankle or knee-length socks or grey or red tights.
- Trousers must be worn with plain dark grey or black socks.
- Plain black shoes with no motifs (trainers, boots and pumps are not suitable).
- Hijabs, scarves, turbans, crowns and top knots, worn for religious reasons, must be plain black, grey or red and well secured.
- Outdoor coat. (Denim or leather jackets are not acceptable).

- \*School book bag for books which can be purchased from the school office.
- Plain red, black or grey draw string bag for PE kit. Pupils do not need to bring additional equipment to school and therefore, large bags are not permitted due to limited space in cloakrooms.

### 3.2 PE Kit

- Plain white round neck t-shirt.
- Plain black shorts or black cycling shorts or black leggings or black skorts
- Black school pumps
- Black trainers

### 3.3 Seasonal Considerations

- Plain black jogging bottoms and/or black jumper may be worn in colder / wetter conditions. (Items must not be heavily branded).
- Children are not permitted to wear alternative sportswear as their PE kit. (This includes football / rugby tops, vest tops, etc).

### 3.4 Jewellery, Hair, Cosmetics and Piercings

#### 3.4.1 Jewellery / Belts

- Other than a plain wristwatch, no jewellery items are permitted. (Smart Watches are not permitted).
- Earrings are not permitted.
- Pupils will be asked to remove any non-permitted jewellery immediately.
- The school does not take responsibility for the loss or damage of any jewellery, including wristwatches, brought onto the school site.
- Belts worn with trousers must be black and have a small buckle. Branded buckles are not permitted.

#### 3.4.2 Hair

- Hair should be smart and appropriate for school.
- For reasons of health and safety, hair that meets the shoulder must be tied back.
- Extreme\* hairstyles are not permitted (e.g closely shaven heads). There must be no patterns, tramlines or undercuts. Hair extensions, including coloured braids are not permitted.
- Pupils' hair must be within their natural colour range.
- Pupils must wear plain black, grey or red hairbands/ bobbles
- No other hair accessories are permitted, apart from beads in braided hair as part of a protective hairstyle – these should be grey/red/black
- Hairstyles linked to cultural heritage are permitted at the discretion of the Headteacher, where necessary in consultation with faith or cultural leaders.

*\*The School is the arbiter of what is considered "extreme". If in doubt, contact the school.*

#### 3.4.3 Cosmetics

- Body art and fake tattoos are not allowed throughout the school.
- Pupils are not permitted to wear make-up or fake tan.
- We do not permit false nails, nail varnish or false eyelashes.

## 4. Expectations of Parents and Carers

We expect our parents and carers to support us at all times in relation to upholding our high standards. Parents / carers are responsible for ensuring that their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with their child's name (First name and surname)
- In good condition

All clothing should be clearly labelled with the child's name.

We encourage parents and carers to donate any outgrown or leavers' uniforms to the school if it is clean and in good condition. By doing this, we can offer these items to other families as second-hand items and help to maintain affordability for all.

Parents / carers should contact their child's class teacher in the first instance if they would like to raise any issues regarding uniform.

Any parental disputes about uniform will be resolved locally and by mutual agreement where possible. Parents / carers have the right to raise any unresolved issues to the Headteacher via the complaints policy.

## 5. Expectations of Pupils

### 5.1 Representing the School

Pupils are expected to wear the correct uniform at all times whilst:

- On the school premises
- Travelling to and from school
- Attending out-of-school events, school educational visits and anywhere else where they are representing the school unless informed otherwise by the event leader.

Pupils should contact their class teacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 5.2 Non-adherence to the Policy

Staff will closely monitor pupils to ensure that they are in the correct uniform, every day.

Where it is deemed a pupil is not in the correct uniform or where their general appearance does not fall in line with policy, this may be dealt with in a number of ways which may include:

- Parental contact (text, email, phone call, meeting with parents / carers)
- Monitoring period and review
- Substitute uniform
- Involvement of the Key Stage Lead.
- Involvement of a member of the senior leadership team.

The Headteacher reserves the right to request that parents / carers bring items of uniform into school, for a child to change into, if they are inappropriately dressed or presented for school.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with uniform policy, staff will take a mindful and considerate approach to resolving the situation.

Please note that we recognise families may need to speak to the school in exceptional circumstances to discuss reasonable adjustments, for example where there are medical needs or specific needs.

### 5.3 Lost property

Older pupils and parents / carers are responsible for collecting lost property from the classroom or main office. Where items are clearly labelled with a name tag, pupils will be contacted to collect. Any lost property not claimed within six weeks of being handed in will be cleaned and offered out as second-hand uniform or donated to charity.

## 6. Uniform Costs

### 6.1 Affordability Considerations

We have a duty to ensure that our uniform is affordable, in line with statutory [guidance](#) from the Department for Education.

We understand that items with distinctive characteristics (such as branded items only available from our uniform supplier and school office) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to shop around for a lower price.

We therefore ensure that our uniform:

- Is available at a reasonable cost
- Provides value for money for parents and carers, based on durability and quality
- Acts as a social leveller by making items standard as much as possible

We do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics and keeping branded items to a minimum whilst maintaining a smart image where all pupils are dressed the same, regardless of socio-economic background.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as our school jumper and cardigan.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags, and shoes. We ask for plain styles in this respect.
- We have limited the number of optional branded items, endorsing the school's uniform as a social leveller, to just white polo shirt/shirt.
- Changing limited uniform requirements at the start of KS2 and ensuring these are minimal (White shirt).
- Avoiding different uniform requirements for extra-curricular activities.
- There are no costs to parents / carers for branded team kits for extra-curricular sports.
- Making sure that arrangements are in place for parents / carers to acquire second-hand uniform.
- 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 uniform in the future and carefully considering any complaints about the policy.

## 6.2 Second-hand Items

Any unclaimed items of lost property, together with donations of clean, good condition, outgrown or leavers' uniform items will be made available to all families at low or no cost. We ask that families use these items in order to minimise waste and protect the environment. Items can be requested discreetly at the school office.

## 6.3 Hardship Fund

The school maintains a limited hardship fund which supports families in need, helping to ensure that every child has opportunity to participate fully in school life. This includes helping families who are struggling to meet the costs of uniform, particularly branded items which cannot be purchased from general retailers.

Applications should be made in writing to the Headteacher, who has the final decision about allocation of this fund, made in consultation with senior and pastoral colleagues.

The hardship fund is finite, and requests will be processed in the light available resources. Whilst we offer no guarantees that every application will be successful, we encourage those who are in genuine need to consider this as a viable option.

## 7. Uniform Supplier

Our uniform supplier is chosen through a competitive tender process where we assess suppliers for quality, affordability, and service. Current providers are:

TopForm by Monkhouse: <https://www.topform-schoolwear.com/>

## 8. Governance

The governing board will review this policy every 3 years, making sure that:

- It continues to be appropriate for our school's context.
- It is implemented fairly across the school.

- The views of parents / carers and pupils are taken into account as and when any significant uniform changes are proposed.
- We are offering a uniform that is appropriate, practical and safe for all pupils.
- Our uniform supplier gives high priority to cost and value for money by ensuring that we re-tender our supplier contract at least every 5 years.

## 9. Cross references

- Behaviour policy
- Equality policy
- Complaints policy

## 10. Visual Uniform Guide



**Summer dresses, pinafores and playsuits**



**Black school shoes**



**PE kits**

