



Staplehurst School

SCHOOL UNIFORM POLICY

Policy ratified by Headteacher

13th October 2022

Policy ratification notified to Governing Body

Policy to be next reviewed

October 2024

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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
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Schools 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 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 by only asking that, jumpers, cardigans and PE tops feature the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties (only to be worn in KS2)

- 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
- 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

- We require school jumpers, cardigans and PE tops to have the school logo.
- Early Years are required to have a school bag which has the school logo
- Children in Key Stage 2 are required to wear a school tie
- PE. bags with the school logo are optional.
- We require all children to wear black school shoes
- For safety reasons, children are not allowed to wear jewellery to school. Children with pierced ears may wear plain studs only, as long as they are able to remove them for taking part in sports. Watches may be worn by children in Key Stage 2 (Years 3 – 6) as long as they are named and do not have an alarm. There is, however, a clock in every room at the school.
- Please see appendix 1 for details of school uniform to be worn at certain times of the year.

4.2 Where to purchase it

- Parents and carers can obtain the uniform by ordering online via <https://www.scopay.com> Any ordered items will be sent home with the pupil.
- The school office will also sell items ad hoc when needed as an emergency and for new parents.
- Our Parent Teacher Association (PTA) will arrange a second-hand uniform sale throughout the 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 the schools 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 and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The Governing Body 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 there are any urgent changes). 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
- Anti-bullying policy
- Complaints policy

KEY STAGE 1 School Uniform (Reception to Year 2)	
WINTER	
Grey trousers or shorts	Grey skirt, grey trousers or shorts
White polo shirts	White polo shirt
NO tie	NO tie
School jumper	School cardigan or jumper
Grey socks	Grey or white socks, or grey, navy blue or black tights
Black shoes (not trainers)	Black shoes (not high heels, boots or trainers)
SUMMER	
As per winter uniform	Blue & white, short sleeved, checked dress/culottes
School jumper	School cardigan or jumper
Black shoes (not trainers)	Black shoes (not high heels, boots or trainers)
KEY STAGE 2 School Uniform (Years 3 to 6)	
WINTER	
Grey trousers or shorts	Grey skirt, grey trousers or shorts
White shirt	White blouse
School tie	School tie
School jumper	School cardigan or jumper
Grey socks	Grey or white socks, or grey, navy blue or black tights
Black shoes (not trainers)	Black shoes (not high heels, boots or trainers)
SUMMER	
Grey trousers or shorts	Blue and white, short sleeved, checked dress/culottes or grey skirt or shorts
White shirt (with tie) or polo shirt (without tie)	White, open neck, short sleeved blouse or polo shirt
School jumper	School cardigan or jumper
Black shoes (not trainers)	Black shoes (not high heels, boots or trainers)
Most standard items are available from chain stores or supermarkets and uniform items with the School Logo (i.e. jumper, cardigan, PE top, tie, cap, book bag, PE bag) are available to purchase from the school office via Scopay.	
Sports Wear	
Indoor: Navy shorts, plain and regulation PE top (pale blue t-shirt with School logo) Plimsolls are not required as indoor activities are done in bare feet.	
Outdoor: As above, but trainers or football boots may be needed. A blue/black tracksuite or warm top and trousers recommended in cold weather. For safety reasons, no hoods.	