

# School Uniform Policy

Greentrees Primary School



**Approved by:** Alan Geary

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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/carers 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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. For example, it is not required to have the Greentrees logo on school sweatshirts/cardigans or school PE T-shirts.
- 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
- Providing regular opportunities to purchase second hand uniform at heavily discounted prices
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- 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 the uniform policy and carefully considering any complaints about the policy
- Re-using any lost property not claimed at the end of each term via our second-hand uniform sale

## 4. Expectations for school uniform

### 4.1 Our school's uniform

We want our pupils to look smart when at school and feel proud to wear their uniform. Details of our uniform are listed below:

#### **Main Uniform:**

Bottle-green sweatshirt or cardigan (branded items are optional)

White polo shirt (branded items are optional)

Grey/black trousers, shorts or skirt (shorts and skirts need to be of a reasonable length)

Entirely black shoes or trainers (these should be of a sensible nature for safety and comfort)

When the weather is suitable, green and white gingham dresses may be worn along with sensible sandals

#### **PE Uniform:**

We encourage pupils to wear a bottle-green T-shirt (branded items are optional) and black or green shorts (branded items are optional) for PE. However, pupils are welcome to wear any T-shirt and shorts or tracksuit bottoms. Football shirts are not permitted. Trainers (or equivalent) must be worn for PE.

**Hair, jewellery and accessories:**

No jewellery is to be worn apart from stud earrings, except in exceptional circumstances which must be agreed with the Headteacher (earrings must be removed or taped up for PE lessons, including swimming).

Pupils are allowed to wear a watch (these must not have internet access or the ability to take photographs).

Long hair will be required to be tied up in certain circumstances.

Hair accessories should be kept to a discrete minimum – neither large bows nor headbands with decorative pieces are permitted.

**Other items:**

All pupils need a coat for school - these should have a loop for hanging on a peg.

All pupils must have a small school bag or a book bag.

Infant pupils should have wellies to be kept at school so that the school grounds can be accessed at all times.

Reception pupils will also need waterproof trousers (to be kept at home) and worn weekly on 'outdoor learning' days.

In warm, sunny weather, all pupils must have a sun hat.

All items of school uniform should be clearly named.

## 4.2 Where to purchase it

Although items of uniform containing the school logo are optional, should you wish to purchase branded items, a link to our supplier, 'Your School Uniform', can be found on the Uniform page of our website. All items of non-branded uniform can be bought more widely from 'high-street' retailers.

Our PTA (FrOGS – Friends of Greentrees School) hold regular second-hand uniform sales at heavily discounted prices.

## 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/carers 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/carers 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/carers 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 Local Governance Committee (LGC) 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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The LGC will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

## 6. Monitoring arrangements

This policy will be reviewed annually by the Senior Leadership Team. At every review, it will be approved by the LGC.

## 7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-Bullying policy
- Complaints policy