



Hamer Community Primary School

School Uniform Policy

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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 school office and we will arrange for someone to contact you to 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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

All children are expected to wear a school uniform, including nursery children. This consists of:

- a red jumper, cardigan or fleece – there is no requirement for children to wear a jumper/cardigan/fleece with the school logo
- a white shirt or polo shirt
- grey or black trousers, skirt or pinafore
- red and white summer dresses
- black, grey, red or white tights
- black, sensible shoes or ankle boots may be worn – **no trainers**
- headscarves should be plain red, black or white and fastened with a simple grip. **A specific sports headscarf should be worn for PE. These are closer fitting, cool and breathable.**
- a plain white t-shirt and plain black shorts or jogging bottoms for PE.
- plain black pumps for PE – children to wear appropriate trainers on PE days with pumps in school to change in to.
- children may wear a simple wristwatch.
- simple, discrete religious jewellery (such as a ta'wiz or cross) may also be worn but, for health and safety reasons, these must be tucked inside the shirt/polo shirt.
- plain stud earrings may be worn, though Governors request that parents/carers sign a disclaimer. For health and safety reasons, no earrings may be worn for PE and must be removed before coming to school.
- no ornate lines or patterns should be cut/shaved in to hair.
- no large bows or decorative hair clips.
- no badges or other form of jewellery/adornment (apart from those previously mentioned) may be worn. The exceptions to this are school issued pin badges which denote pupil leadership roles within school, Star of the Week badges and birthday badges (on the day of birth only).
- where Remembrance Day items are purchased in school, linked to the British Values aspects of the curriculum, these may be worn during the first two weeks of November.

4.2 Where to purchase it

The Hamer Community Primary School uniform is easily obtainable from many high-street retailers and supermarkets. Branded jumpers or cardigans can be purchased from:

- Moses
- Ziggy's
- Monkhouse

Please contact the school office in regard to second hand uniform which can be provided through our uniform swap.

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)

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 school office 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.

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 every two years by Mrs Terry. At every review, it will be approved by 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