

Homefields Primary School Uniform Policy



2021-2022

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Policy review dates and changes

Review date	By whom	Summary of changes made	Date implemented	Approved by FGB
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Statutory 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 are 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 and smart for school, yet makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons (swimwear that covers both arms and legs).
- Allow pupils to wear headscarves and other religious or cultural symbols. We will reserve the right to ensure all children can access teaching and learning activities safely. If we have concerns we will contact parents to discuss.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Debbie Rollerson, Assistant Head at debbie.rollerson@homefields.derby.sch.uk 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 items with distinctive characteristics to low-cost or long-lasting items, such as ties.
- Limiting any items with distinctive characteristics.
- 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.
- 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.
- Insuring kit is available to borrow for team games such as football and netball matches.
- 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 minimizing 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

- There are no branded items that are specifically required. We tell parents that "it would be lovely if you could have an emblem on a jumper/cardigan or polo shirt, but this is not a requirement."
- There are a number of school branded items available. These are all optional. These comprise of school T-shirts, school PE T-shirts, school fleece, school mac and school book bag. As well as the school jumper and school cardigan.
- The basic uniform of grey or black trousers, grey skirts, grey pinafores, a white polo T-shirt and the burgundy jumper/cardigan can all be purchased from high street retail shops. In the summer, red gingham dresses and grey shorts are also available from high street retailers. We do not accept cycling shorts as basic school uniform or for PE kit. Black, grey, white or burgundy socks/tights must be worn with the uniform.
- Expectations for PE - Children to have an indoor kit (plain white T-shirt with burgundy or black shorts). No shoes are required for this. No cycling shorts to be worn.
- Expectations for all children to have an outdoor kit. Children must wear appropriate footwear for PE. Plain training shoes, *preferably* in black or white. Black jogging bottoms and a white T-shirt with a black sweatshirt or hoodie. In the summer the children can wear their indoor kit outside with the addition of their plain trainers.
- Children will come to school in their PE kit on their PE days.

- Expectations for all children who partake in swimming lessons, will provide their own swimming costume and towel. This does not have to be school colours. Children may wear swimwear that covers both arms and legs for religious purposes.
- Expectations for jewellery is that children may only wear small stud earrings if they have their ears pierced. These must be taken out for PE at home or by the child in school.
 - Ideally a child's ears should be pierced at the beginning of the summer holidays, enabling enough time for the safe removal for PE. If this is not the case the child could have their ears taped at home on PE days. The teacher can then check the suitability of the taping before the lesson.
 - Religious jewellery is accepted if it is small and discreet. Religious jewellery or amulets worn on the child's wrist will be removed for P.E. sessions. If parents or guardians wish for their child to keep the item on their wrist or the item cannot be removed because of size, parents or guardians must provide a sweat band to cover the item and ensure the item is secure to the child's wrist so the pupil is safe.
 - Religious jewellery or amulets worn around the neck must be removed for P.E sessions. If parents and guardians wish for their child to keep the item around their neck, parents must provide a snood or scarf which ensures the item is secure so the child is safe. (The above guidance on religious jewellery is from the AfPE Health and Safety department and Derby County Community Trust.)
- Head coverings are acceptable for religious purposes, but must be safe for the child to wear. During PE, headwear such as headscarves or turbans must be tied in a safe and secure manner to avoid any injuries to the child, children around them and eliminate damage to religious wear.
- Expectations for shoes to be plain and black. Shoes to be sturdy and sensible to ensure the safety of the child wearing them. In Summer neutral/plain sandals may be worn but these must, fit correctly, be sturdy and sensible to ensure the safety of the child wearing them.
- Expectations for hairstyles is that they must be neat, tidy and respectable. Long hair must be tied up for PE. (This considers the requirement described above, to avoid discrimination in line with the Equality Act 2010). Large hairbands (such as unicorn horns and large bows) are not acceptable.
- Expectations of bags should be that they are slim line enough to fit on the pegs in the classroom but large enough to fit reading folders and the children's homework folders where necessary. Parents must consider the amount of room in class, so that their child's bag does not become an obstruction or a trip hazard. There is no requirement to the colour of the bag.
- Expectations of coats is that they should be shower proof in warmer weather and warm enough during colder weather. There is no requirement to the colour of the coat.
- Wellington boots are required by the Foundation Stage Two children all year round. Staff do have a small range of donated wellingtons if a child does not have their own. There is no requirement to the colour. Wellingtons must have the child's name in it.
- Expectations that all children will be dressed in the school uniform unless there is a recognised non-uniform day. If children persistently come to school in items that aren't detailed in the school uniform policy, then a discussion will take place between the parent and a member of SLT.

4.2 Where to purchase it

- Uniform with the school's logo can be purchased from either www.myclothing.com uniform suppliers or www.schoolwearsolutions.com
- Large 'high-street' retailers, such as Asda/Aldi, supply all non-logoed items to equip children with all their uniform needs.
- Second hand uniform is available from school by;
 - Calling into the office reception.
 - Emailing a request to the office email account office@homefields.derby.sch.uk (this is accessed by a limited number of office staff.
 - School/PTA to organise uniform availability at key events throughout the school year. Parents are encouraged to recycle their children's good clothing.

- Donations for uniform are optional. Small amounts can be made via Parent Pay if a parent wishes to.
- If you would like to request support confidentially with uniform arrangements, please contact Mrs. Debbie Rollerson. debbie.rollerson@homefields.derby.sch.uk

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).

When on residential trips, pupils are not required to wear their school uniform.

Pupils are also expected to contact Debbie Rollerson, Assistant Head at debbie.rollerson@homefields.derby.sch.uk 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 Debbie Rollerson, Assistant Head at debbie.rollerson@homefields.derby.sch.uk 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.
- Parents are welcome to make donations of uniform. We request good condition and washed second-hand uniform that is no longer required (due to being out grown by the child). Please drop off at the school office.

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 Head teacher.

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.
- Considers 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 four years by Debbie Rollerson, Assistant Head. At every review, it will be approved by full governing body.

7. Links to other policies

This policy is linked to our:

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