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 Mrs Trim or Mrs Delaney in the School Office (02087581718) who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

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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, such as ties
- Considering cheaper alternatives to school-branded items
- 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
- 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

Uniform

- Maroon sweatshirt or cardigan with or without school logo
- White polo shirt or shirt without school logo
- Blue or maroon checked Summer dress in Summer months
- Grey or black trousers, shorts, skirt or pinafore
- Grey, black or white socks or tights
- Black shoes

PE kits

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- Maroon PE t-shirt with or without school logo
- Maroon sweatshirt with or without school logo
- Maroon PE hoodie with or without school logo (optional)
- Black shorts
- Suitable trainers
- Joggers are permitted to be worn in winter months
- Swimming costume or shorts and a swimming hat

3.1 Footwear

- Black shoes should be worn. Black boots are permitted in the winter.

3.2 Jewellery

One pair of stud earrings – no other piercings are acceptable. Pupils are not permitted to wear any other jewellery in the school grounds, due to health and safety risks.

3.3 Hairstyles

We reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance.

Extreme hairstyles, such as mohawks, patterned or brightly coloured hair, are unacceptable.

- Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.

3.4 Make-up

We do not consider make-up appropriate and pupils are not permitted to wear any such products; however, there may be exceptions in extreme circumstances, at the Headteacher's discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage). Nail varnish is not permitted.

3.5 Labelling

All clothing and footwear should be clearly labelled with the pupil's name.

3.6 Second hand uniform

The school actively encourages parents/carers to donate unwanted uniform back to school to be offered to parents in need of second hand uniform. Parents/carers are asked to hand it in to the school office.

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4.2 Where to purchase it

- Parents and carers can obtain the uniform from our uniform supplier Beats uniform supplier. https://beatschooluniforms.co.uk/schools/harmondsworth_primary_school/
- Parents can also purchase unbranded uniform from 'high-street' retailers
- The school also holds regular second-hand uniform sales

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 Mrs Eleesa Dowding 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 Mrs Eleesa Dowding 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 through out Behaviour Policy.

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.

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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 the Headteacher and 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

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