



Willenhall Community Primary School

School Uniform policy

Owner:	School Business Manager	Published date:	September 2024
Approved by Headteacher:	Jenny Mclean	Date:	04/09/2024
Approved by Chair of Governors:	Rosella Brennan	Date:	09/09/2024
Date to be reviewed:	June 2027		

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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 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 Pastoral Manager or SEND Lead on 02476 302004 or admin@willenhallprimary.org, 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, by only asking that the jumper/sweatshirt or cardigan, worn over polo shirt, features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as jumper/sweatshirt/cardigan and PE t-shirt
- 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
- Offering a uniform shop in school selling direct to parents at a considerably reduced price (30-40% cheaper than in-shop price)
- 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

4. Expectations for school uniform

4.1. Our school's uniform

- School branded sweatshirt/jumper or cardigan or unbranded in the same colour
- White polo shirt (plain)
- Grey or black smart trousers, tailored shorts, skirt or plain grey or black leggings
 - Not jeans
 - Not jogging bottoms (except for children in Early Years)
- Summer dresses – red gingham
- Plain socks or tights (black, grey or white)
- Sensible black school shoes (low heels)
- A suitable coat

4.1.1. Our PE Kit consists of

- School branded or plain black t-shirt (no non-school logos)
- Black shorts or leggings (no non-school logos)
- Black pumps or suitable trainers
- Plain black jogging bottoms / sweatshirt for outdoor PE

On PE days, children can come to school dressed in their PE kit and trainers.

4.1.2. Jewellery:

With the exception of small stud earrings, jewellery is not to be worn at school. If your child is taking part in swimming, no earrings are allowed to be worn in the pool.

4.1.3. Hair:

Long hair must be tied back in school and removable hair accessories (bows, clips, bands) should be black or match the uniform colour.

4.1.4. Make up / Nails

Make-up, false nails and nail polish must not be worn in school.

4.2. Where to purchase it

4.2.1. School branded uniform

This can be purchased directly from the school at a considerably lower price than in the shop.

- Uniform orders can be placed online via the MyChildAtSchool app but parents must ensure they are certain of the size required for their child.
- The School encourages all parents to get their child to “try-on” uniform before placing an order as we cannot refund or exchange uniform ordered if

you order the wrong size.

- Uniform is available to try-on at the school office on Tuesday or Thursday between 10am – 4pm. Pop-up uniform shops are also held in the Summer Term to meet the demand for the new school year.

This is also available to purchase from [Clive Mark Schoolwear Coventry](#) on Barker's Butts Lane, Coundon CV6 1DY.

4.2.2. Non-branded uniform

E.g. skirts, trousers, polo shirts, shoes, coats etc., are available to purchase from most supermarkets or high street retailers

4.2.3. Second hand uniform

This is available from the school:

- Main school entrance – rail for parents to help themselves
- Community shop – fortnightly from our Cosy Cabin
- School events – parent evenings. fayres

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/carers are expected to contact the Head Teacher 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 Head Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with our 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.

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/carers 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 at least every 3 years by the School Business Manager. At every review, it will be approved by the governors at the Resources and Management Committee.

7. Links to other policies

This policy is linked to our:

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