College Road
Primary School

School uniform policy

Approved by: Sarah Lees, Chair of Governors	**Date:**
Last reviewed on:	
Next review due by:	

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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 head teacher, Mrs Francis, 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:

- Allowing plain, non-logo jumpers, cardigans and PE-kits that are widely available in supermarkets, as well as our school logo 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 extra-curricular activities
- Providing a uniform 'swap shop' so parents have easy access to free, good-quality second hand uniform
- Advertising the second hand 'School Uniform Shop' in Plymouth
- 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

- **Navy** cardigan or jumper – these can be plain (available from supermarkets and other shops) **or** ones with the school logo on
- School Logo cardigans and jumpers are available to purchase from the school office
- White polo shirt or shirt
- Navy, black or grey trousers, shorts, skirts, pinafores
- Blue and white summer dresses – optional
- Black school shoes (not trainers)



PE KIT

- Children should wear their PE kit to school on their PE day(s).
- They should wear a t-shirt in their team colour. This can be plain (available from supermarkets and other shops) **or** one with the school logo on (available to purchase from the school office)
- Other PE Kit – plain navy/black jogging bottoms, shorts or leggings, trainers or plimsolls
- **Optional** – team colour hoodie to wear over their PE top (available to purchase from the school office)

OTHER UNIFORM GUIDANCE

- Jewellery should be limited to stud earings (for health and safety reasons)
- Wrist watches (but not smart watches) are acceptable at the owner's own risk of loss or damage
- We provide all new starters in Reception Class (Puffins) with a school Book Bag and water bottle, free of charge
- Older children may prefer to bring a back pack with their reading book and water bottle
- Children should wear a sensible coat and hats/scarves/gloves when appropriate

WE EXPECT PARENTS TO WRITE THEIR CHILD'S NAME IN ALL ITEMS OF UNIFORM THAT MAY BE REMOVED, i.e. coat, hat, jumper, cardigan

4.2 Where to purchase it

- None of our logo items are compulsory, so parents can purchase all items of uniform in other shops or supermarkets in order to reduce costs
- Should parents wish to purchase our logo items (cardigan/jumper/PE top/PE hoodie), these are available to purchase from the uniform company https://theuniformco.co.uk/
- The College Road Parent Facebook Group is a good place to swap or buy uniform
- We have a uniform 'swap-shop' located next to the school office, where parents can donate or select good-quality second-hand uniform free of charge.
- There is second-hand 'School Uniform' pop-up shop in Plymouth City Centre which we advertise via the school Facebook Page and on Class Dojo

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 able to speak to the head teacher, Mrs Francis, if they want to request an amendment to the uniform policy in relation to their protected characteristics in line with our school Equality Policy

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 able to contact the head teacher, Mrs Francis, 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 head teacher 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, respectful and considerate approach to resolving the situation.

5.4 Governors

The governing body 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 Governing body 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 3 years by the head teacher. At every review, it will be approved by the Governing Body.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality policy
- Anti-bullying policy
- Complaints policy
- Child Protection and Safeguarding Policy