



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 pupil parliament or the Principal respectively 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 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, 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
- Plain white shirt (polo or collared) across KS1 and KS2 with the addition of a tie for KS2
- 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

The following items in our school uniform are branded with the school's logo and are required

- Blue school jumper or cardigan

The following items in our school uniform are branded with the school's logo and can be exchanged for generic items

- White polo shirt (this may be replaced with a plain white polo shirt)
- White PE polo shirt (this may be replaced with a plain white polo shirt)
- Blue PE t-shirt (this may be replaced with a plain blue t-shirt)
- Black PE sweat shirt (this may be replaced with a plain black sweat shirt)

- Black school coat (this may be replaced with a plain coat of choice)
- School book bag (this may be replaced with a plain book bag of choice)
- PE bag (this may be replaced with a plain PE bag of choice)

Standard Uniform - Required

Book bag (school logo - optional)

Black/dark coloured school coat (school logo - optional)

School pale blue jumper or cardigan (school logo - required)

Reception and Years 1 – 6: White polo shirt (school logo - optional)

Black trousers or smart knee length shorts or skirt (NO leggings or jeans)

Black, grey or white socks

Black smart school shoes or trainers (no noticeable logos or branding on trainers)

Standard PE Kit - Required

PE bag (bag with school logo - optional)

Pale blue PE t-shirt

Black shorts

Black tracksuit bottoms

Black Sweatshirt (school logo – optional)

Black plimsolls or trainers

Swimming - Pupils may wear a one-piece swimming costume or swimming trunks/shorts. Pupils may choose whichever option they feel comfortable in

Optional Uniform Items

Pinafore dress (during the Summer Term, weather permitting)

Sunhat or baseball cap

Apron (royal blue from school shop - optional)

Named wellies

Children are not permitted to wear jewellery (including earrings) to school, for safety reasons, particularly during PE and playtimes. Make-up and nail polish are also not allowed in school.

4.2 Uniform Suppliers

All items branded with the school logo can be purchased from our uniform supplier Skoolkit, and can be bought online or in their shop at:

Skoolkit Head Office

Phoenix Ind Park

Eastleigh

SO50 6PQ

Telephone: 02380 629156

Website: www.skoolkit.co.uk/

Their opening times are:

Monday - Friday 9am – 5pm

Saturdays, Sundays & Bank Holidays - Closed

All generic items (without the school logo) are widely available at most high street retailers.

4.3 Second Hand Uniform

The Seeds of Hope (our Parent Teacher Association) usually arrange a second-hand uniform sale during the summer fair and at other intervals during the school year. Please see the weekly newsletter or ask in the main school office for more information.

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 should contact the pupil parliament through their class representative 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 should contact the Principal at enquiries@hopecommunityschool.org 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 principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Section 5 of our behaviour policy and/or conversations with parents/carers as deemed appropriate.

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 Local Governing Body

The Local 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 trust 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 and approved every 3 years by the Local Governing Body.

The Trust's Policy Working Group will review the policy every 3 years and send any comments or observations to the Local Governing Body via the Clerk.

7. Links to other policies

This policy is linked to our:

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