

Harrison Primary School

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 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 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 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 Sara Gmitrowicz- Executive Head teacher, 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, worn over the polo shirt, features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as book bags
- 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 leveller
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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

We believe that children who take care and pride in the way they look also take pride in their work. The school encourages all pupils to identify with the school dress code as this engenders a sense of belonging. We ask for parental co-operation in ensuring that pupils are suitably dressed, and that high standards regarding school uniform will continue. Please dress your children for warmth and comfort as we spend a lot of time learning outside. We regularly give away items of pre-loved or outgrown uniform to the families in our school community. Please contact the admin team for further details.

School uniform consists of:

- Grey/Black trousers, skirts or pinafore dress
- Pale blue blouses and shirts
- Pale blue polo t-shirts

- Royal Blue sweatshirts or cardigans
- In summer children may wear blue and white candy stripe or gingham dresses or grey tailored shorts
- Dark coloured training shoes- as we spend a lot of time outside school shoes are not needed

On your child's PE days, they will need to come into school wearing their PE kit. This consists of:

- Plain black, grey or navy jogging bottoms or leggings
- White polo shirt or t-shirt
- Training shoes

Please no sports logos on any items of clothing

Hair & Jewellery

No jewellery, apart from watches and sleepers or studs in pierced ears only, should be worn to school. Jewellery should be removed for all physical education activities and the child must take responsibility for their possessions. We appreciate that this may be difficult for some children and so we recommend they leave earrings and watches at home on P.E. days. In the case of newly pierced ears, taping may be considered for a limited period.

Please note make up and nail varnish is not permitted.

Long hair must be tied back on PE days for safety reasons. Children's hairstyles must be smart, plain and simple - no shaved tramlines or patterns please.

Additional items your child may wish to bring to school:

- A book bag - no larger than 37cm (L), 30 cm (H) and 10cm (W)
- Sun hat and protection cream in the summer.
- Water bottles

Stationery is provided, therefore it is not necessary to provide your child with their own pencil case.

Occasionally the children may be asked by their teacher to bring items to school to support classroom work (we thank you for your support). Please do not send valuable irreplaceable objects. Although we do our best to safeguard children's personal belongings, the school is unable to take responsibility for them and we would therefore be grateful if all items of uniform could be clearly labelled with your child's name and class if possible.

4.2 Where to purchase it

Items of uniform do not have to have the Harrison logo on, but if you would prefer an embroidered item you would need to purchase this directly from Skoolkit.

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 Sara Gmitrowicz – Executive Head teacher, 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/carers are also expected to contact Sara Gmitrowicz – Executive 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by following 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 every 3 years by the Executive Head teacher. At every review, it will be approved by the full 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