



## **The Gainsborough Parish Church CE Primary School**

### **Uniform Policy 2022-2025**

#### **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 school, 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.

Our uniform does not have to be branded in any way and this is not an expectation we have for our pupils.

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:

- Ensuring that there is no requirement for school uniform to be branded so that items can be bought by families at the lowest cost possible.
- 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 providing free kit on these occasions.
- 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**

- White shirt or blouse
- White or red polo shirt
- Red sweatshirt, jumper or cardigan (option of black in Year 6)
- Grey or black trousers or shorts
- Grey or black pinafore or skirt
- Red and white checked summer dress/play suit/shorts and top
- Black, grey, red or white socks or tights.
- Appropriate black shoes.

We do not require uniform to be branded with the school logo. Branded uniforms are available at the school office and other outlets and can be bought if desired.

Expectations for PE and swimming kit

- Dark shorts.
- Round necked white or red t-shirt.
- Dark jogging top (not hoodie due to health and safety issues) and bottoms/leggings may be worn for PE outside in cooler weather, children may wear their school fleece or jumper/cardigan.
- Trainers are needed for outdoor PE and indoor athletics. Children will be barefoot for dance and gymnastics.
- For Health and Safety reasons, earrings should be removed or covered for PE.
- Long hair must be tied back.

## Swimming Kit (Y3/4only)

- One-piece costumes or trunks. Baggy shorts are not permitted.
- All children must wear swimming hats.
- Goggles can be worn.
- For Health and Safety reasons, earrings should be removed or covered for swimming.

Red school fleeces are available (option of black for Year 6).

Year 6 children have the option to buy black sweatshirts or fleeces.

All items of clothing should be clearly named.

Children may wear a watch.

Only stud earrings may be worn.

Make up and nail varnish should not be worn to school.

### 4.2 Where to purchase it

Branded uniforms are available at the school office and other outlets and can be bought if desired.

Information about second-hand uniform:

- The Parent Teacher Association (PTA) will arrange a second-hand uniform sale
- An annual uniform swap will take place
- Any pre-loved uniform can be donated to school and will be available for families

## 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
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Parents and carers are also expected to contact the headteacher 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 the headteacher 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

Our policy on school uniform is based on the belief that school uniform:

- Promotes a sense of pride in our school
- Helps to create a sense of community and belonging towards the school
- Identifies the children with the school
- Supports our commitment to inclusion
- Is practical, smart and designed with health and safety in mind
- Is considered good value for money by parents.

With this in mind, staff will monitor if pupils are wearing the correct uniform. Any issues that arise, will be discussed with families with dignity and respect to ensure that children continue to feel a part of the school community. Pre-loved uniform can be offered when needed and is available and other ways to support a family will always be considered to ensure a child has the correct uniform.

### 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
- Considers 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 3 years by the headteacher.

## 7. Links to other policies

This policy is linked to our:

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

**July 2022 AR**

**Dated Reviewed and Approved by the Governing Body:** .....

**Signed:** .....  
Chair of Governors

**Review Date :** July 2025