

Vernon Primary School



Uniform Policy

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

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
- Ensure 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 for health and safety reasons)
- 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 a member of the Senior Leadership Team, who can answer questions about the policy and respond to any requests

Limiting the cost of school uniform

Our school has a duty to ensure 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 require 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 ensure that 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, and only asking that the jumper or cardigan features the school logo and that the school PE top is worn if possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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 maximum of 3, 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
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Ensuring that arrangements are in place for parents to acquire second-hand uniform items (these are available from the school office second-hand uniform bank)
- 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

Expectations for school uniform

Our school's uniform:

Required Uniform -

- Grey skirt, trousers, shorts or pinafore
- White polo shirt
- Navy school sweatshirt with logo OR Navy cardigan with logo
- Black, grey or white socks or tights
- Shoes – sensible black school shoes, not trainers
- Navy Reading Bag (Reception, Year 1 and Year 2 only)
- Appropriate coat/jacket according to weather

PE & Sports (required uniform) -

- Vernon Logo Sports T-Shirt
- Navy blue shorts
- Black pumps
- Trainers for outside Games (KS2 only - Years 3 to 6)
- PE bag
- **Optional item:** For PE in colder weather (winter only) tracksuit bottoms and a sweatshirt are optional for KS2 (Years 3 to 6)
- Hair band to tie back long hair for health and safety reasons
- Swimming kit during periods of swimming lessons (swimsuit or swim shorts and a towel, swimming cap for children with long hair)

Optional Items

- Mid-blue (gingham check) dress for Summer
- Showerproof, reversible fleece with school logo
- OR
- Navy polar fleece with school logo
- For PE in colder weather (winter only) tracksuit bottoms and a sweatshirt are optional for KS2 (Years 3 to 6)

For health and safety reasons, jewellery must not be worn in school. The exceptions to this rule are for a single pair of plain gold/silver stud earrings, small/discreet wrist watches (not 'smart' watches) and small objects/symbols of religious or cultural significance. Children cannot wear earrings during any PE/Dance sessions. This includes studs for recently pierced ears. If a pupil has pierced ears, they must ensure that earrings are taken out on PE/Dance days or that a pupil is able to remove and replace them themselves. Make up and nail varnish is not permitted.

A small, functional hair band, clip or bobble may be worn. This must be navy blue, white or grey. In winter, wellies/boots may be worn to school, but changed for school shoes when the pupils arrive at school. Haircuts and styles should be appropriate for school and not include dyed colours or gels.

School uniform that includes a logo (sweatshirt, cardigan and sports top) can be obtained from our supplier in Macclesfield:

<https://classworx.co.uk/school/vernon-school/>

Classworx

King Edward Road

Macclesfield

SK10 1AP

Tel: 01625 500552

Other items (generic) can be purchase from supermarkets or high-street retailers. Second-hand uniform is available from our school uniform bank, which can be acquired from the school office.

Expectations for our school community

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 visits that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact a member of the Senior Leadership Team if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents and carers

Parents and carers are expected to ensure that 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 a member of the Senior Leadership Team 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.

Staff

Staff will closely monitor pupils to ensure that 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 does not improve.

Ongoing breaches of the school's uniform policy will be dealt with by the Headteacher or member of the Senior Leadership Team.

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.

Governors

The governing board will review this policy and ensure 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 board will also ensure 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.

Monitoring arrangements

This policy will be reviewed by the school's Senior Leadership Team. At every review, it will be approved by at least one member of the Governing Body.

Links to other policies

This policy is linked to our:

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

Policy date: October 2024

Review Date: October 2026

Ratified by Governors: October 2024