



Challenge, Equality & Opportunity

Havannah First School

School Uniform Policy

Approved by:	GB
Last reviewed on:	March 2022
Next review due by:	March 2024

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 parents and carers to get in touch with the headteacher, 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 and 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 do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible and making the logo items optional

- Choosing school colours and items which can be bought easily in supermarkets and department stores
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags – uniform items are available but are optional
- Keeping the number of optional branded items to a minimum and as optional, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year groups / Key Stages
- Avoiding different uniform requirements for extra-curricular activities
- Keeping PE kits simple and low cost
- Making sure that arrangements are in place for parents and carers 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
- When there is a change, we will allow for a phased introduction of the uniform so that parents and carers can use up old uniform before buying new items
- Avoid elaborate dressing up/fancy dress days and keep non uniform days as simple as possible

4. Expectations for school uniform

4.1 Our school's uniform

General Uniform:

Mid grey sweatshirt or cardigan (logo optional from Tots to Teams)

White polo shirt (logo optional from Tots to Teams)

Dark grey pinafore, dress, trousers or shorts

Dark green gingham dress

PE:

Dark green t shirt (logo optional from Tots to Teams)

Black shorts, leggings or joggers

Dark green hoodie for outdoor lessons (logo optional from Tots to Teams)

Dark green drawstring bag (logo optional)

Coats:

Children can wear any coat to school and there are two different dark green coats with the logo available from Tots to Teams.

Bags:

Children can use any bag which is suitable and can be hung easily on a peg.

Green back-pack/rucksack will be available in two sizes, badged and in dark green from Tots to Teams. Children can carry them easily if walking, scooting or cycling and they can put their water bottle upright in the exterior pocket.

Shoes:

Shoes should be black, hard wearing, appropriate for outdoor and adventurous play and should be closed in. For safety reasons, we advise against strappy sandals, crocs, jellies, fashion boots and canvas shoes.

Jewellery:

Children should not wear jewellery for school unless this is for religious reasons and permission from school has been given in advance.

If children have pierced ears, children should be able to independently remove them (after 6 weeks from piercing) for PE lessons or place tape over them (within 6 weeks of piercing).

Hair:

Long hair should be tied up for safety reasons. Very decorative hair accessories (eg big clips/bows and ornate hair bands) should not be worn as these could get damaged or broken or could make a minor bump to the head more serious or painful.

4.2 Where to purchase the uniform

All items with the logo are available from Tots to Teams which is located in Kingston Park Retail Park. It is easily accessible by car or Metro.

Tots to Teams is a shop which parents and carers can visit or the staff will supply uniform ordered online to school for parents and carers to pick up (no postage fee).

Spare/donated uniform is available free of charge from school. This is placed outside school, usually termly, so that parents and carers can take items. For those who prefer to buy, we sell preloved uniform through the PTFA at least once each year for small donations/cost.

5. Expectations for our school community

5.1 Pupils

While school acknowledges that uniform is optional, children are expected to wear the correct uniform at all times while at school and on educational visits, unless otherwise stated.

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 so that it is comfortable and safe

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 child's protected characteristics
- The cost of the uniform

Parents and carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Complaints about the cost of the school uniform will be 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 sensitively encourage children to wear the appropriate uniform and will speak to parents and carers if children's attire is unsuitable for school and not complying with this policy. Staff will always be mindful of parents and carers' financial 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 and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The GB will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money by regularly testing prices against the market and retendering if necessary.

6. Monitoring arrangements

This policy will be reviewed every two years. At every review, it will be approved by the GB.