

School uniform policy

East Sheen Primary School



Approved by:	CFC committee	Date: Summer 2022
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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

At East Sheen Primary School, we are proud to wear uniform. It is a way of celebrating our togetherness and creates a sense of identity and community.

We encourage independence and high standards from our children in everything we do at East Sheen and correct, smart school uniform is very much a part of this.

We would appreciate parents' cooperation and support in ensuring that children are correctly dressed for all school activities, including P.E. and games, in line with this policy.

Wearing correct school uniform is an important way of showing respect for and understanding of school rules and authority.

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 Harry Page (Deputy 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' 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, and allowing unbranded polo shirts, as long as they are the correct pale blue colour
- 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. Although backpacks and caps are available in the school brand, we do not insist these are the only backpacks and caps used in school. We do ask that long-lasting items such as branded reading folders/book bags and PE kit bags are used so they can be easily identified
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities – children may wear their school PE kits for sporting clubs and will be provided with kit if playing in a match that requires it
- Considering alternative methods for signaling differences in groups for interschool competitions, such as inviting children to wear their own coloured top on sports day or providing coloured sporting bibs
- 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
- Ensuring that our uniform supplier provides good value for money by evaluating quality and cost, ensuring regular tendering competitions happen and comparing the cost of our uniform with other local schools.

4. Expectations for school uniform

4.1 Our school's uniform

- Our uniform requirements are published on [our website](#)
- Branded polo shirts are optional, but non-branded polo shirts must match the school colour
- Children must wear the published PE kit, including the school-branded PE shirt and grey/black/blue shorts or tracksuits
- Jewellery, apart from studded earrings or religious jewellery, is not allowed and neither is make-up including nail varnish
- Shoes should be black school shoes and trainers should only be worn when instructed

4.2 Where to purchase it

Uniform can be purchased at this link:

<https://www.mapac.com/education/parents/uniform/eastsheenprimaryschoolsw148ed>

- Non-branded polo shirts, dresses, trousers and shorts can be purchased from many high-street retailers, as can affordable school shoes
- The school hosts a number of second hand uniform sales across the year and details can be found at the school office

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), unless otherwise stated

Pupils are also expected to contact the deputy 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 deputy 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 will be asked to meet with the headteacher where this policy is not being followed, explain why and agree to a plan of improvement.

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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the headteacher or deputy headteacher.

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 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 three years by the deputy headteacher. At every review, it will be approved by the CFC committee.

Approved: Summer 2022

Review: Summer 2025