

Willand School Uniform policy



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1. Aims

This policy aims to:

- › Set out our approach to recommending 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 to get in touch with the Headteacher, 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 recommend 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. However, if parents prefer, unbranded items may be worn instead.

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 to sweatshirts, cardigans and PE shirts.
- 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 years/classes
- Avoiding different uniform requirements for extra-curricular activities
- 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

All children are encouraged to wear the following school uniform.

- White shirt or blouse
- Grey or black trousers, skirt or pinafore
- Green checked or striped summer dresses
- Bottle green sweatshirt or cardigan (branded items are available from the School Office)
- White or grey socks
- Sensible black shoes or sandals which give children's toes protection
- Wellington boots to be kept in school for all Foundation children
- Old shirt with shortened sleeves for an art apron

Children are required to wear their PE kit to school on the days they have PE or sports clubs

- PE shirt (branded items are available from the School Office)
- Black shorts
- Black plimsolls
- White or black socks
- Additional sweatshirt and black leggings or tracksuit for winter
- Trainers for Key Stage 2 outside PE

- . Swimming costume and towel when required
- . Children who need glasses for PE must have a strap to secure them in place

All branded items are optional and may be replaced by generic items instead.

It is requested that hair should be tidy and tied back. Make-up and nail varnish should not be worn to school. Children who have their ears pierced should only wear plain studs and these should be covered for PE. Jewellery should not be worn. Watches are permitted but should not be worn for PE.

4.2 Where to purchase it

All the items of clothing are available from 'high-street' retailers. If parents wish to purchase branded items they are available from the school office.

Second-hand uniform is available through the PTFA who hold regular sales and can be contacted at willandschoolptfa@gmail.com

5. Expectations for our school community

5.1 Pupils

Pupils are encouraged 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)

Parents 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 asked 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.

5.4 Governors

The governing Body will review this policy and make sure that it:

- › Is appropriate for our school's context

- › Takes into account the views of parents and pupils
- › Offers a uniform that is appropriate, practical and safe for all pupils

The Governing Body 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

6. Monitoring arrangements

This policy will be reviewed every two years

7. Links to other policies

This policy is linked to our:

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