



Austrey CE Primary School

# School Uniform Policy

*Becoming the person God made me to be:  
living, learning, loving.*

*"I praise you because I am fearfully and  
wonderfully made" Psalm 139:14*



Agreed by LAB: Spring 2024  
Review: Spring 2027

## 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
- 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 the Head Teacher, who can answer questions about the policy and respond to any requests

## 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:**

- Ensuring that no items with school logo are necessary
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes

- Discouraging branded items such as specific shoes, trainers or PE kit brands, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities where possible
- 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

### Expectations for school uniform

All pupils at Austrey are valued as part of our community and we want children to feel a sense of pride in their uniform and a sense of identity with the school. Wearing a uniform also allows every child to be equal and not to be singled out by their choices of clothing or shoes. The wording below stipulates what constitutes our school uniform and what every child is expected to wear routinely to school unless there is an agreed non-uniform or themed day/event. Although the colours stated are important, there is no expectation that any of it must have the school logo on them.

#### **OUR UNIFORM:**

Grey skirt, pinafore or trousers  
 White or green blouse, shirt or polo shirt  
 Bottle Green cardigan, pullover or sweatshirt.  
 In the summer months, some choose to wear a green and white summer dress  
 Shoes, preferably black.

#### **Our PE Uniform:**

White or green T- shirt  
 Plain black shorts  
 Plain black jogging bottoms  
 Plain green or black zipped hoodie  
 Trainers

**Please ensure that all clothing and shoes are named.**

### Jewellery

On the grounds of Health and Safety, no jewellery e.g. rings, necklaces or bracelets may be worn by pupils. However, watches are permitted and are the responsibility of the pupil. Exemptions to the rules about jewellery may be made for items of specific religious significance or medical information. This should be discussed with the Headteacher. Earrings, religious artefacts, watches, hair slides, should always be removed by pupils before participating in physical activity. They must be removed and put in the child's drawer. School cannot take responsibility for these items. The wearing of sensory aids such as spectacles or hearing aids will be determined by the nature of the activity. Therefore, activities involving physical contact would not be appropriate. A balanced judgement should be made as to whether wearing the item constitutes greater or lesser risk to the wearer and other children in other activities.

**Please read the further guidance in Appendix A which relates to earrings.**

### Long Hair

Long hair (passed shoulder length) should be tied back especially for PE and outdoor activities.

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

Pupils are also expected to contact the Head Teacher 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 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 Head Teacher 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 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 Head Teacher.

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 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.

### Monitoring arrangements

This policy will be reviewed at least every three years. At every review, it will be approved by the Governing Body.

### Links to other policies

This policy is linked to our:

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

Appendix A



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February 2024

Dear Parents

EARRINGS for PE lessons

Pupils may wear small plain stud earrings if they have recently had their ears pierced, but earrings should not be worn for PE lessons or swimming. Pupils should remove their earrings themselves before PE lessons and place them in a small bag or purse in their school bag. Younger children may struggle to remove and replace earrings themselves. In this case, it is advisable for them not to wear earrings on PE days. Covering earrings with plasters/micropore tape gives a perception of safety but it isn't recommended. Plasters and tape can fall off and do not reduce the risk of compression injury. An exception can be made in the case of recent piercings that have not yet healed in order to avoid long periods of non-participation in PE. However, should staff have any concerns about close contact activities, the individual concerned should not actively participate. Parents should provide plasters/micropore tape that pupils can use to cover their earrings until the 10-week healing process is complete. After this, earrings must be removed before PE by the pupil. If parents wish their child to wear earrings during PE because they haven't yet healed, then they must sign the permission form which is available below and must be returned to the office. Paper copies are also available at the office for completion.

Yours sincerely,

Mrs. Sara Eley  
Headteacher

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EARRING PERMISSION SLIP

My child has recently had their ears pierced and they are not yet fully healed. I wish my child to wear earrings during PE lessons and accept all responsibility for injury caused through wearing them. I will provide plasters/micropore tape for my child to apply.

Child Name: \_\_\_\_\_

Class: \_\_\_\_\_

Print Name: \_\_\_\_\_ Signed: \_\_\_\_\_

