

School uniform policy



Holy Trinity
Church of England Primary Academy

Approved by: LAB **Date:** 10.10.22

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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

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 Mrs. S. Duffy, 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
- › Limiting any items with distinctive characteristics where possible
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › 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
- › 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
- › 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

Winter

Navy blue sweatshirt or cardigan or jumper
Navy, black or grey trousers or skirt
Pale blue or white shirt + tie **OR**
Pale blue or white polo shirt
Black or navy shoes (no trainers)

Summer

Blue & white check dress
Navy, black or grey shorts or trousers
Pale blue or white short sleeved shirt **OR**
Pale blue or white polo shirt
Black or navy shoes or sandals (no trainers)

Uniform for Foundation Stage

For children in Reception class, the uniform is:

Winter

Navy, black or grey jogging bottoms
Navy blue sweatshirt or cardigan or jumper
Pale blue or white polo shirt
Black or navy Velcro shoes (no trainers)

Summer

Blue & white check dress
Shirt as in winter uniform
(can be short-sleeved)
Navy, black or grey shorts or joggers
Black or navy Velcro sandals (no trainers)

School jumpers and polo shirts are available with our logo on but it is not compulsory for children to wear these. We are happy for children to wear a plain navy blue jumper and plain white polo shirt.

PE Kit

Black or navy shorts

White T-shirt
Pumps
Jogging bottoms
Hoodie (for outdoor PE during colder months)

Swimming kit

Swimming costume
Trunks/swimming shorts
Goggles (optional)
Swimming hat
Towel

Please note, none of the PE kit, including swimming kit, needs to have a school logo on.

Jewellery

Children are only allowed to wear a watch and stud earrings. Religious jewellery is also allowed to be worn. All jewellery needs to be removed for PE and swimming lessons.

4.2 Where to purchase it

Uniform with the Holy Trinity logo on can be purchased from Mr Gogna's shop on Rookery Road. Navy blue jumpers, white polo shirt, trousers, skirts, summer dresses and all PE kit can be purchased from any high street supermarket.

We do have second hand uniform available. Please see Mrs. Duffy in the school office if you need any advice or support with this.

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)

Pupils are also expected to contact Miss. Wilson, the Pastoral Manager, 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 Miss. Wilson, Pastoral Mnager, 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.

5.3 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.

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 Local Academy Board

The Local Academy 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 3 years by the Headteacher. At every review, it will be approved by the Local Academy Board.

7. Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Equality, Diversity and Inclusion policy
- › Anti-bullying policy
- › Complaints policy