# Endeavour Primary School

# School Uniform Policy

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| Date approved: February 2024<br>Review date: February 2027 | | | | |
| To be reviewed every: | 1 Year | 2 Years | 3 Years | |
| Helen Palmer<br><br>Head teacher: | Signed: |  | | Date: February 2024 |
| *David Brook*<br><br>*Co-Chair of Governors:* | Signed: |  | | Date: February 2024 |
| Reviewed: | | | | |

## 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
- Set out our approach to the Education Act 2021 ( Guidance about Costs of 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 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 Head Teacher or Head of Campus, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## 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.

Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers. Where changes are required, the school ensures that assistance is provided to parents/carers struggling to meet the associated costs.

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 and/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 different year/class/house groups
- 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

## Expectations for school uniform

### Our school's uniform is as follows:

- Deep Royal blue sweatshirt or cardigan - with or without school logo
- Light blue polo shirt
- Grey or black school trousers or shorts in the summer
- Grey or black skirt
- Blue and white dress can be worn in the summer
- Black shoes – no trainers, heels or boots
- Grey, black or white socks
- Grey or black tights
- Royal blue book bag with or without a school logo
- Plain or dark drawstring PE bag
- Black PE shorts
- Royal blue PE t-shirt
- Dark tracksuit bottoms
- Dark sweatshirt

- Trainers or plimsolls

Trainers, open-toed sandals or flip-flops and large, thick boots are not suitable footwear for school.

High heels are not permitted, sensible, plain black shoes must be worn by both girls and boys

Black jeans and leggings are not permitted in day to day uniform

## All items of clothing must be labelled with your pupil's name

## Where to purchase it

Our school uniform suppliers are:

- Stitch-a-Logo, Unit 12 and 13 Glenmore Business Park, Colebrook Way, Andover, SP10 3GQ
  01264 351515
  www.stitch-a-logo.co.uk
- My Clothing
  www.myclothing.com
  0800 069 9949

## Hair Styles

Hair styles should be smart and moderate in style. Hair being dyed is not permitted.

Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds. The Head Teacher or Head of Campus will take each individual pupil's scenario into consideration.

Wherever possible long hair should be tied up. This is to avoid health and safety risks and to ensure that the child's vision is not impaired.

Large, excessive hair accessories should not be worn, however, small hair clips or plain hair bands are acceptable in neutral or blue colours.

Hair extensions are not permitted.

At the Head Teacher's or Head of Campus' discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover their hair if they have hair loss or illness.

## Make-Up

False nails and nail extensions are not permitted.

Pupils are not allowed to wear make-up. If a pupil is wearing make-up they will be asked to remove it.

At the Head Teacher's or Head of Campus' discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover heavy scarring or skin damage

### Jewellery

The only permitted jewellery that may be worn:

- One pair of stud earrings
- A sensible wristwatch

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

All jewellery must be removed or covered during practical lessons, for example, PE lessons or swimming lessons with earring tape. If children cannot remove their own earrings, then this should be done at home on the day of PE.

### Water Bottle

We encourage all children to bring a water bottle into school every day; this can be accessed and refilled by children whenever necessary during the day.

Water bottles must be labelled with your child's name.

## Forest School Clothing

Parents/carers will be informed of their children's Forest School days via newsletters, the school website calendar and app message reminders on the school app.

Children should wear uniform into school and bring forest school clothes to change into.

Forest School clothing is as follows:

- Waterproof coat or waterproof jacket in warmer weather
- Comfortable tracksuit bottoms or leggings – not shorts
- Long-sleeved top/jumper
- Wellington boots or old trainers – which can be kept in school
- Appropriate hat for the weather
- Scarf and gloves – if needed

School provides waterproofs for children to wear.

Additional items may include:

- Waterproof trousers
- Spare socks or underwear

All items of clothing and footwear must be labelled with your child's name.

On occasion children may be asked to wear their Forest School clothes into school and to bring their uniform in to change in to.

### Second Hand Uniform

School holds a selection of second hand school uniform on both campuses. Please speak to the offices about these items.

## 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)

Parents and/or pupils are to contact Head of Campus, 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 school, 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 Head Teacher or Head of Campus if the situation doesn't improve.

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 reviewing suppliers regularly.

## Monitoring arrangements

This policy will be reviewed every 3 years by the Head Teacher and Head of Campus. At every review, it will be approved by the full governing body.

## Links to other policies

This policy is linked to our:

- Behaviour policy
- Anti-bullying policy
- Complaints policy