

Uniform Policy



High Aspirations, Moral Strength, Spiritual Depth

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 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/carers to get in touch with Mrs Gemma Gundry, Head teacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis



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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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 for example, by only asking that the jumper or cardigan, may feature the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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 leveller
- Avoiding different uniform requirements for different classes
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

| COMPULSORY ASPECTS | CHOICES WITHIN OUR | ADDITIONAL CHOICES FOR OUR SUMMER |
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| OF THE UNIFORM | WINTER UNIFORM | UNIFORM |
|---|---|--|
| <p>Purple jumper or purple cardigan (logo of Andrews' Endowed is optional)</p> <p>Black school shoes (not trainers).</p> <p>House colour t-shirt for PE</p> <p>Jogging bottoms (Plain dark blue or black)</p> <p>Shorts (Black)</p> <p>Trainers for PE (Velcroed trainers or trainers that do not have laces particularly for children who are unable to tie shoes laces independently)</p> <p>Coat</p> <p>Book bag for Acorns and Key Stage 1 children</p> <p>PE kit should be kept in a named drawstring bag.</p> <p>During Swimming sessions, (Summer term) for our Year 4 children:</p> <p>Swim suits</p> | <p>White polo shirt or white shirt (logo of Andrews' Endowed is optional)</p> <p>Trousers (Grey/black)</p> <p>Skirts/ pinafore dresses/culottes (Grey)</p> <p>Socks (Plain grey, black, or white)</p> <p>Tights (Plain grey, black, or white)</p> | <p>Dresses (Purple gingham check)</p> <p>Shorts (Grey/black)</p> <p>A cap (logo of Andrews' Endowed is optional)</p> |

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|---|--|--|
| <p>Goggles</p> <p>Swim hat (optional)</p> <p>Jewellery should not be worn to school . Children with pierced ears should wear sleepers or studs.</p> | | |
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Jewellery, Hair accessories and Headscarves

For health and safety reasons we do not allow children to wear jewellery. The exceptions to this rule are small ear studs in pierced ears, and small objects of religious significance. Wherever possible children are required to remove any jewellery items during PE lessons to prevent them from causing injury. Please note: Teachers are not permitted to remove earrings for pupils.

The Halo Code

At this school, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed.

The following guidance is provided for protective styles:

- Head wraps and scarves should reflect our uniform colours e.g. purple, black, grey or white which are unembellished
- Hair should be tied up for health and safety reasons..
- Hair colour is reflective of the wider dress code policy

4.2 Where to purchase it

- Parents and carers can obtain the jumpers and cardigans with logos at the following link: <https://www.schooltrends.co.uk/uniform/AndrewssEndowedCEAidedPrimarySchoolGU344EL>
- There are a number of retailers that sell garments of our uniform at a cost effective price
- We do not want families to have to spend enormous amounts of money on uniform, so we try to keep the number of items with school logos to a minimum. Our PTFA hold second-hand uniform. They can be contacted via email ptfaandrewsendowed@gmail.com

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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)

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/carers are also expected to contact Mrs Gemma Gundry they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents/carers 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/carers 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 a letter being sent home to parents after first communicating the breaches. Parents will also be contacted to bring in the correct school uniform.

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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/carers 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

The governing body monitors and reviews the school uniform policy through its committee work by: • seeking the views of parents, to ensure that they agree with and support the policy; • considering, with the headteacher, any requests from parents for individual children to have special dispensation with regard to school uniform.

Control Box

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| Version | 1 | Date/Effective from | April 2024 |
| Author | Gemma Gundry | Review Date | April 2025 |
| | | Responsibility | Head Teacher |

Associated Policies, Documents, Agencies:

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