

# GAYTON PRIMARY SCHOOL



# Uniform policy

Approved by: Governing Board

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## **1. Statement of intent**

Gayton Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

## **2. Legal framework**

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- DfE (2021) 'Cost of school uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

## **3. Roles and responsibilities**

**The governing board is responsible for:**

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.

- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

**The headteacher is responsible for:**

Enforcing the school's uniform on a day-to-day basis.

- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Liaising with staff and parents if a pupil is unable to wear their uniform due to a medical need.

**Staff members are responsible for:**

- Ensuring that pupils dress in accordance with this policy at all times.
- Contacting parents when a child is not wearing the appropriate uniform.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

**Parents are responsible for:**

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

**Pupils are responsible for:**

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

**4. Cost principles**

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.

- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked after children and post looked after children.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, to a minimum where possible, to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. 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.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

## **5. Equality principles**

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- are transgender, including non-binary pupils.
- have SEND and/or sensory needs.
- are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for

amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## **6. Complaints and challenges**

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the procedures outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## **7. School uniform supplier**

Our current school uniform suppliers are:

### **Cains of Heswall**

187-189 Telegraph Road, Heswall, CH60 7SE

### **The Other Uniform Shop**

The Courtyard, Brimstage Road, Brimstage Road, Wirral, CH63 6JA.

### **To Be Uniform,**

8 Liverpool Road, Neston, CH64 7SE.

## **8. Uniform assistance**

All parents can access free second-hand school uniform through Wirral Fuss/FUPS. They are a local charity which recycles great quality pre-loved school uniform. Parents can make a request for free school uniform by visiting this website: <https://wirralfuss.co.uk/>. A recycled fibre drum is placed in the office area of the school. Any parents can donate items of their child's uniform when they no longer require it.

## **9. Non-compliance**

Staff will give reminders to pupils if they are not wearing a particular item of uniform e.g. school shoes. If the staff member notices that this reminder has not rectified the uniform, then the staff member will contact the parent to remind them of the school uniform expectations.

## **10. School uniform**

### **Clothing**

The school uniform is as follows:

<b>Item</b>	<b>Branded/not branded</b>	<b>Colour/Style and any other comment.</b>
Skirt/Pinafore Dress	Not branded	Brown/Grey
Shorts/Trousers	Not branded	Grey
Shirt/Polo shirt/blouse	Not branded	White
Tie (elasticated or standard)	Branded	Yellow/Brown
Sweatshirt/Cardigan	Not branded but can purchase branded with the school badge.	Brown Cardigans can be white in summer to wear with the summer dress/culottes.
Summer Dress/Culottes	Not branded.	Lemon/white check
Shoes	Available from a wide range of retailers.	Brown or black- Trainers are not permitted as school shoes.
Wellies	Available from a wide range of retailers	Any colour (these will be stored in the class welly storage)
<b>PE Kit</b>		
Tracksuit bottoms/Shorts	Available from a wide range of retailers	Black
T-shirt	Branded with school logo or unbranded.	Yellow
Hoodie	Branded with school logo or unbranded.	Black
Trainers	Available from a wide range of retailers	Any colour

In the summer, children may wish to wear a polo shirt as opposed to a school shirt/blouse and then they do not need to wear a school tie at this time.

Summer dresses/culottes can also be worn.

### **PE Kit:**

Children will be asked to wear their PE kit to school on two days per week. Parents will be informed of the days at the start of the autumn term.

### **Jewellery**

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible wrist watch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

### **Hairstyles**

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

### **Makeup**

Makeup is not permitted. Children also should not have temporary tattoos.

### **11. Adverse weather**

During colder temperatures, parents should send their children into school with scarves, gloves, coats and hats.

As an OPAL (Outdoor play and learning school) we also ask that parents provide their child with a pair of wellies so that they can access the whole school site in adverse weather conditions. These are stored in each class welly shed.

During hotter weather, we will advise parents to send their child to school with a summer hat.

### **12. Labelling**

All pupils' clothing should be clearly labelled with their name.

Any lost clothing is be taken to the lost property boxes in the school office. All lost property is retained for the period of half a term and then is donated to FUSS/FUPS if it has not been collected.

### **13. Monitoring and review**

This policy is reviewed every two years by the governing board.



