



# Grove Primary

## Uniform Policy

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<b>Executive Head Teacher</b>		Galiema Amien-Cloete	
<b>Local Committee Chair</b>		Rebecca McCleod	

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### 1. Aims

This policy aims to:

- o Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- o Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- o 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:

- o Make sure that our optional jumper costs the same for all pupils
- o Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- o Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- o Allow pupils to request changes to swimwear for religious reasons
- o Allow pupils to wear headscarves and other religious or cultural symbols
- o Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Galiema Amien Cloete, Executive Head, 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 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. **Branded logo school uniform items are optional, not compulsory.**

Grove Primary School does not require pupils to wear a standard school uniform. However, parents and carers may purchase a school jumper (optional) via the school office or a blue jumper and dark grey or black trousers / skirt which are readily available from high street providers and are good value for money.

We will make sure our optional jumper:

- o Is available at a reasonable cost.
- o Provides the best value for money for parents/carers

We will do this by:

- o Carefully considering whether any items with distinctive characteristics are necessary
- o Limiting any items with distinctive characteristics where possible.
- o Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- o Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- o Keeping the number of optional branded items to a minimum, so that the school's optional uniform can act as a social leveler.
- o Avoiding different uniform requirements for different year/class/house groups
- o Avoiding non branded uniform requirements for extra-curricular activities
- o Making sure that arrangements are in place for parents to acquire second-hand uniform items.
- o Avoiding frequent changes to uniform specifications and minimizing the financial impact on parents of any changes
- o Consulting with pupils and or parents on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

#### **4. Expectations for school dress**

Parents and carers who choose to not purchase a traditional school uniform should ensure their child wears clothing which is suitable for school and does not include:

- Ripped items of clothing
- Offensive logos
- Clothing that reveals midriffs
- Shoes must be flat shoes or trainers. Please note: no boots with heels, sling backs or sandals are allowed due to Health and Safety in the playground.
- Shoulder length or longer hair must be tied back
- Nail should be kept clean and short enough to enable pupils to participate safely in practical activities.
- Wrist watches may be worn if a child is able to tell the time.
- If desired one small sleeper or stud earring in each ear will be allowed.

- Smartwatches should not be worn to school. Should children arrive to school with a smartwatch, we will ask children to remove this and it will be returned to parents at the end of the day. This is to ensure that we remain GDPR compliant and to safeguard all our pupils.

## School Bag

All children in Nursery – Year 6 will need a school book bag. This is to ensure that the school reading journals and homework is kept neat and presentable. Parents and carers are advised to check children's bags daily. Parents and carers can purchase a book bag via Arbor, OR they can have their own book bags/back packs if preferred. No handbags will be allowed.

It is important that all items of clothing are clearly marked with your child's name, including coats and P.E. kits. This can be done with sew in tapes or with an indelible pen (waterproof).

## PE Kit

For health and safety reasons we require ALL children to wear appropriate clothing for PE.

Pupils should dark blue jogging bottoms or blue shorts in summer and white PE T-shirts and / or blue jumper. Please note that hoodies are not acceptable for PE as these pose a health and safety risk. Clothing for PE kits can be purchased at local stores. Trainers are required for PE.

Outdoor PE kit		Indoor PE kit			
					
Navy Blue Joggers	Navy Blue Jumper	White T-Shirt and running shoes or Astroturf football shoes. No canvas style trainers.	White T-Shirt	Navy Blue Shorts (at the length pictured)	Plimsolls/ gymnastic shoe/bare feet for dance and gymnastics

If your child cannot participate in the lesson due to illness or injury, then a letter from home is required to be given to the class teacher on the day. Your child should still wear their PE kit, as there are many other roles they can adopt, such as coach, umpire or score keeper. Your child may wear their PE kit to school on their PE day.

Pupils should not wear jewellery such as necklaces or bracelets while taking part in PE and any earring must be stud earrings. Hair must be tied back.

## **Swimming KS2**

Caps can be purchased from any stockists.

### **5.1 Pupils**

Pupils are expected to wear appropriate clothing at all times while:

- o On the school premises
- o Travelling to and from school
- o 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 Galiema Amien Cloete if they want to request any amendment to clothing in relation to their protected characteristics.

### **5.2 Parents and carers**

Parents and carers are expected to make sure their child has appropriate school dress and PE kit, and that every item is: clean, clearly labelled with the child's name, in good condition

Parents will be contacted by staff if their child is not following the school dress expectations. Parents are also expected to contact Galiema Amien - Cloete 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 dress code in a timely and reasonable manner. Disputes about the cost of the school jumper 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 clothing appropriate for school. Staff may contact parents to find out the reason for non-compliance and try and resolve the issues.

Staff will give any pupils and families breaching the policy the opportunity to comply but will follow up with the executive head teacher 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.

## **5.2 Local Committee Members**

The Local Committee 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

## **6. Monitoring arrangements**

This policy will be reviewed every two years by The Executive Head Teacher, Galiema Amien Cloete. At every review, it will be approved by the Local Committee.

## **7. Links to other policies**

This policy is linked to our:

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