

# Lumley Primary Federation



## School Uniform Policy

<b>Head Teacher</b>	Mrs Tracey Wilson
<b>Chair of Governors</b>	Mr Stephen Forster
<b>Date Written</b>	September 2023
<b>Date for Review</b>	September 2024

## **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, 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
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- 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 Headteacher or Deputy Headteachers, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## **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 good value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- 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 year
- 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**

*Following a consultation with parents in Spring 2023, Lumley Primary Federation agreed to change the uniform at the Infant School to match the Junior's uniform. This means that uniform across the federation can be easily sourced, doesn't need to be replaced when pupils transition between schools, and can be shared between family members across both sites. Parents have been encouraged to continue to use the Jade green uniform until it no longer fits or needs replacing so no unnecessary costs are incurred.*

Our school uniform colour is a combination of pale blue and navy. Items branded with pupil's initials and the federation logo are available from The School Outfit, Washington, NE38 0AF [theschooloutfit.co.uk](http://theschooloutfit.co.uk) Non-branded uniform can be purchased easily and cheaply from high-street stores and supermarkets. Both branded and non-branded clothing is acceptable.

#### **All children should choose from:**

- Pale blue polo shirt, navy cardigan or sweatshirt
- Plain grey or black trousers, shorts, skirt or pinafore
- Blue gingham dress
- Grey, black or white socks or tights
- Shoes should be flat, black and appropriate for school.

Your child should wear shoes which he or she can manage to do up independently. Please do not send your child to school in shoes which prevent them from running in the playground.

#### **For PE:**

- PE drawstring bag
- Pale blue t-shirt
- Navy or black PE shorts, leggings or track-suit bottoms
- Plimsolls or trainers

#### **Other requirements**

Hair styles should be smart – no extreme styles including hair dye, tramlines or other shaved patterns. For health and safety reasons, long hair should be tied back.

Make up and coloured nail polish should not be worn for school - pupils will be asked to remove them.

Jewellery is not permitted in school, except for a single pair of studs in ears, watches, and small items of religious significance. These must be removed by the pupil themselves for PE, or covered with tape. If pupils are getting their ears pierced, we ask that you do this at the start of the summer holiday to allow them to heal before returning to school.

Branded school bags are also available from the School Outfit, but non-branded bags are acceptable. Non-branded bags should be small in size as there is limited room on pupil pegs.

Coats should be weather appropriate – we do have lessons outside in all weathers.

### **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 the Headteacher or Deputy Headteachers 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 the Headteacher or Deputy 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.

## **5.3 Staff**

Staff will monitor pupils to make sure they are in correct uniform. Any pupils and families not following the uniform policy will be contacted to understand the reasons why. All pupils are strongly encouraged to wear uniform for the reasons given in this policy.

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 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

## **6. Monitoring arrangements**

This policy will be reviewed every three years by the Senior Leadership Team. At every review, it will be approved by the Headteacher and Chair of Governors.

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

This policy is linked to our:

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