Uxendon Manor Primary School

School Uniform Policy

Approved by:	Board of Governors	**Date:**	September 2023
Next review due by:	September 2025		

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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 sex, 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
- 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mr Parry using admin@uxendonmanor.com, 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 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, for example, by only asking that the jumper, worn over a plain polo top, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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

4. Expectations for school uniform

4.1 Our school's uniform

All children are expected to wear school uniform. We feel that wearing the school uniform encourages a pride in personal appearance and we expect that the children wear it every day.

The school uniform is set out in the table below:

Boys	Girls
Grey or black trousers White polo shirt or white shirt School sweatshirt (royal blue) with logo (required) Black 'sensible' school shoes Black/grey socks Any colour coat or jacket is acceptable	Grey/black skirt, pinafore dress or trousers White school polo shirt or white blouse School sweatshirt or cardigan (royal blue) with logo (required) Black 'sensible' school shoes Black, grey or white socks or tights Any colour coat or jacket is acceptable
Summer Term	**Summer Term**
Black or grey short trousers may be worn during the Summer Term.	A blue and white summer dress may be worn during the Summer Term.

- If a child wears the Hijab, then it should be in one of the colours: blue, white, black or grey.
- All Hairbands/hairclips/hair accessories should also be in blue, white, black, grey or yellow.
- Children will also need a strong bag/rucksack to carry items to and from school.

P.E. Kit

All the children should have a P.E. kit. They can wear this to school on their P.E. day.

Children may wear the black Uxendon PE tracksuit if they wish but it is not required. Alternatively, children may wear a plain tracksuit in black. Tracksuits are essential in the winter months. The blue Uxendon jumper is also acceptable to wear.

Indoor P.E. Kit	Outdoor P.E. Kit
Black plimsolls / trainers	Trainers
Plain t-shirt with the Uxendon logo in the child's house colour – blue, yellow, green or red (required)	Plain t-shirt with the Uxendon logo in the child's house colour – blue, yellow, green or red (required)
Black shorts	Black shorts
Tracksuit (black)	Tracksuit (black)

Swimming

Swimming is part of the school curriculum and all the children have to take part in these classes. Children should have a swimming costume or swim shorts, a towel and a swimming cap to protect long hair. Goggles are only permitted after a note has been received from a doctor outlining the reason for goggles to be worn.

Parents who prefer their daughters to wear more modest attire for swimming may provide their children with leggings and a long-sleeved t-shirt. Please ask Mr Parry if you need any advice regarding this.

Jewellery

Jewellery such as rings, bracelets or necklaces should not be worn at school, unless it is for religious reasons. If a child has pierced ears they may wear small, smooth studs. Earrings or religious items must be removed or taped down for all P.E. lessons. We request this in the interest of children's safety.

4.2 Where to purchase it

- Most uniform can be purchased from high-street retailers. Items with the school logo can be purchased from Mayfair Sports, 463 Kingsbury Road, Kingsbury, London, NW9 9DY.
- From time to time, the school will hold second hand uniform sales. For more information, please contact the School Office.

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 Mr Parry using admin@uxendonmanor.com 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 Mr Parry using admin@uxendonmanor.com 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.

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 class teachers, followed by Year Group Leaders and Members of the Senior Leadership Team.

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

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

This policy will be reviewed every two years by Jon Parry, the Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour and Attitude policy
- Equality information and objectives statement
- Complaints Procedure