**MALPAS ALPORT ENDOWED PRIMARY SCHOOL**

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School uniform policy

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| **Review Cycle** | **3 years** |
| **Term** | **Autumn 2022** |
| **Next Review Date** | **Summer 2025** |
| **Agreed** | Business Management Committee |

# 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](https://www.legislation.gov.uk/ukpga/2010/15/contents) 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 the Headteacher 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](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items or items with a logo) 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: the only item of uniform we request to have a logo is the school jumper or cardigan- all other items- trousers, skirts and the navy blue/ white polo shirt can be plain and purchased from any supermarket.
* The school’s PE kit is a navy blue or white round necked T-shirt and can be purchased as a logo item from Whitchurch Sports or can be purchased without a logo from any uniform retail outlet.
* Second hand uniform items are available from the school office and sold on a weekly basis by PTA.
* Any proposed changes in uniform will only occur after consultation with parents and pupils and after careful consideration of any complaints about the policy.

# 4. Expectations for school uniform

4.1 Our school’s uniform

* Branded items required: Sweat shirt, cardigan.
* A navy blue/ white polo Tshirt is an optional branded item.
* Plain navy blue/ white polo Tshirts are also acceptable.
* Grey or black trousers or skirts.
* Blue gingham dresses may also be worn.
* PE kit: Navy blue or white round necked Tshirt and navy blue/ black shorts or track suit bottoms.
* Swimming: 1 piece costume- any colour, shorts without packets- any colour.
* Black school shoes or plain black trainers without colour or a logo.

4.2 Where to purchase it

Uniform can be purchased from:

* Whitchurch Sports (11A Watergate Street, Whitcurch)
* <http://www.whitchurch-sports.co.uk/schoolclothing>
* High street retail outlets/ supermarkets for non-logo items- such as trousers, navy polo Tshirts and dresses.
* Second hand uniform can be purchased from the school weekly.

# 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

Pupils are also expected to contact the headteacher 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 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 and in a trauma informed manner
* 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 the headteacher in a trauma informed manner.

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 3 years by the BMC committee

# 7. Links to other policies

This policy is linked to our:

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