



Bright Futures

EDUCATIONAL TRUST

The best *for* everyone, the best *from* everyone



**Elmridge
Primary School**

BRIGHT FUTURES EDUCATIONAL TRUST

UNIFORM POLICY

Approved by: The Local Governing Body

Date: 03.10.22

Last reviewed on: September 2022

Next reviewed by: September 2024

Aims

Elmridge Primary School is committed to promoting equality and value for money and to ensuring that no child is discriminated against due to their religion or belief, economic circumstances or social and cultural background. 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.

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 the Head of School, who can answer questions about the policy and respond to any requests.

Limiting the cost of school uniform

Elmridge Primary 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as jumpers, cardigans and ties
- 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 groups
- Avoiding different uniform requirements for extra-curricular activities
- 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.

Expectations for school uniform

It is Elmridge Primary School policy that all pupils **must** wear their full uniform when attending school or when participating in a school-organised event outside normal school hours.

It is important that our pupils feel a sense of belonging to our school. We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. We also believe it is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

The school will provide a complete list of items needed in the school prospectus, on the school website, at parents' information evenings and in letters to parents.

Our school's uniform

Elmridge Primary School's uniform consists of:

- Bottle green cardigan or pullover with yellow piping
- White shirt
- White polo shirts are worn in the Reception Class
- Grey trousers or a grey skirt/pinafore
- Green and yellow striped tie
- Black or brown leather shoes, not trainers, suitable for the school environment. (i.e. no heels higher than half an inch)
- Socks or tights may be black, grey or white.

From April until October children can wear a summer uniform, which consists of:

- White short-sleeved polo shirts
- Grey shorts or trousers
- Green and white gingham dresses

Elmridge Primary School's PE uniform consists of:

- yellow t-shirt
- green shorts
- green sweatshirt and green jogging bottoms
- trainers
- Shin pads are essential for football.

All items of clothing should be clearly marked with the child's name.

Subject to certain conditions, girls of Muslim faith are permitted to wear the following variations to school dress:

- (i) Headscarves are only permitted in the school uniform colour of plain green or white material, which is completely free of decoration.
- (ii) In the interests of safety, headscarves should be close fitting, tied securely at the back of the neck and tucked into shirts so that no potentially dangerous ends, corners or folds are left exposed.

Hairstyles

Hairstyles should be appropriate for a school setting. No artificial colour/bleach or temporary extensions/braiding or shaved partings or designs are permitted. Hair styles should avoid extremes of length (e.g. grade 1) including on the sides/back with the hair left longer on top. Long hair should be tied back

Jewellery

As a general rule, the school does not expect children to wear jewellery. A small number of exceptions are permitted:

- Only one single stud earring in each ear is allowed. (this must be covered up when the pupils are doing PE or games)
- Wristwatches may be worn
- Medic alert bracelets and necklaces may be worn and need to be visible.

Where to purchase our uniform

Knitwear, ties and PE t-shirts are purchased from our approved supplier, Monkhouse, listed on our website. All other items can be bought more widely from high-street retailers.

We welcome donations of unwanted school uniform to the school's PTA who sell second-hand uniform at events throughout the year.

Expectations for our school community

All pupils are expected to comply with this uniform policy, which will be monitored. Any pupil who falls short of these requirements will be advised of this fact by their class teacher and given the opportunity to improve. Where necessary class teachers will have an informal conversation with the parents to remind them about the expected uniform standards. Continued non-compliance will be brought to the attention of the Head of School.

Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while on the school premises and travelling to and from school. In addition, pupils are required to wear uniform 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 expected to contact the Head of school if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents and carers

We ask all parents/carers who send their children to Elmridge Primary School to support our uniform policy. Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- In good repair
- Clearly labelled with the child's name
- In good condition.

Parents are also expected to contact the Head of school if they want to request an amendment to the uniform policy in relation to their child's protected characteristics or 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 will be resolved locally and dealt with in accordance with our school's complaints policy. The school will work closely with parents to arrive at a mutually acceptable outcome.

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 Head of school if the situation does not improve.

The Head of school will deal with ongoing breaches of our uniform policy.

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.

Monitoring arrangements

Members of the SLT team will review this policy following new guidelines or amendment requests. At every review, the governing board will approve it.

Links to other policies and legal documents

This policy is linked to the:

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

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

- DfE (2014) 'School Admissions Code'
- DfE (2021) 'School Uniform'

This policy also links to the following school policies:

- Anti-bullying policy
- Behaviour policy
- Complaints policy