



# **School Uniform Policy**

**April 2022**

## Aims of the policy

- 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 teacher, who can answer questions about the policy and respond to any requests

## 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to school-branded items
- 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
- 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

### KS1 and KS2

Uniform	PE Kit
Purple sweatshirt / cardigan (with or without logo)	Shorts and t-shirt or purple polo shirt/tracksuit
White shirt/polo shirt	Trainers for outdoor PE
Grey trousers/skirt/pinafore/shorts	
Dark coloured flat sensible shoes	

## Early Years Foundation Stage

In the Early Years Foundation Stage the children spend at least half of their time at school outside in our secure Foundation Stage Outdoor Area. Our children get wet, muddy and messy so clothes that can be easily washed and dried are best.

Uniform	PE Kit / Outdoor Learning
Purple sweatshirt / cardigan (with or without logo)	Shorts and t-shirt for PE
Jogging bottoms/shorts	Wellington boots
T-shirt	Waterproof coat
Trainers/flat sensible shoes	

## Jewellery

For safety reasons, children should not wear any jewellery in school, apart from studded earrings (which should be covered during PE and swimming).

## Where to purchase it

Parents and carers can purchase specific branded items online from:

Birds of Dereham <https://www.birdsofdereham.com/shop/category/schools-queens-hill-primary-nursery-school-47/>

For free delivery to the school please use the password: **QH2008**

You can also purchase our uniform from many high-street retailers including:

Asda - <https://direct.asda.com/george/school/purple/D10M16G1C6,default,sc.html>

M&S - <https://www.marksandspencer.com//kids/school-uniform/fs5/purple>

Second-hand uniform can be purchased from the Friends of Queen's Hill during their sale events throughout the year or from contacting the school office.

# Expectations for our school community

## 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 if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## **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
- 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. Year Leaders will work with parents and carers to find a solution if pupils continue to breach the uniform policy.

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.

## **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

This policy will be reviewed every 3 years by the Headteacher. At every review, it will be approved by the full governing committee.

Links to other policies

This policy is linked to our:

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