

School Uniform Policy

Ham Dingle Primary Academy



Ham Dingle Primary School
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Part of United Learning

Approved by: Governors

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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 Miss D Horton - via the School Office or email info@hamdingleprimary.co.uk - 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. Items do not have to have the school logo but must follow the school's colour scheme
- 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 groups and classes
- 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
- Providing a 'swap shop' for pre-loved uniform

4. Expectations for school uniform

4.1 Our school's uniform

- Jade polo shirt
- Grey (not charcoal) school trousers or knee-length skirt - our preference is trousers for all as children frequently sit cross legged on the floor.
- Navy school sweatshirt or cardigan
- Black, enclosed school shoes - ballerina pumps/slip-on shoes are often difficult for young children to keep on all day. Velcro fastening is ideal until your child can do their own shoe laces. In poor weather you may wish to walk to school in other footwear but please send school shoes in a carrier bag to change into at school: children should not wear trainers, boots or wellingtons for the whole day.
- Grey or navy socks or tights
- School book bag for Reception /KS1 or a small rucksack type bag for KS2
- Grey tailored short trousers with grey or navy socks

- Navy gingham dress (not culottes style) with white socks (white leggings may be worn under navy gingham dress only)
- School cap for use outdoors

Year 6 adaptation to our uniform

- White, button up, collared shirt
- Navy blue, v-neck jumper
- School tie

For PE lessons and sporting activities

- Navy blue shorts
- T-shirt in their House colour (Red, Blue, Green or Yellow)
- Pumps and a small, named drawstring bag which can be left in school with their PE kit inside
- White socks
- Navy blue tracksuit/ jogging bottoms (optional)
- In the interests of your child's safety it is not possible for children to wear jewellery during PE, swimming or games lessons or sporting activities. They will be unable to participate wearing earring studs in any of these lessons until they are able to remove the jewellery themselves.

Swimming

- Trunks or full body swimsuit. Swimming caps are compulsory for children with long hair.

The following are not permitted:

- Jewellery - unless for religious reasons. Pierced ears should only have small studs and must not be worn on PE days if the child is unable to remove them for themselves.
- Make –up or varnished fingernails/false nails
- Large accessories worn in the hair (a small hair bobble/hair band in school colours (grey, navy, jade) is sufficient)
- Extreme hair styles or colours.

4.2 Where to purchase it

Our school uniform has been selected to provide attractive functional garments, which may be readily bought at local clothing shops and large stores at reasonable cost. Our branded items are optional. Our branded items can be purchased from ACE Embroidery Limited - [Click here to view branded items.](#)

- We request all items of clothing are clearly labelled with the child's name so they may be returned when lost. Please use a laundry marker pen (widely available or on sale at the school office for £2) or clothing name labels. We recommend www.stikins.co.uk
- Uniform can be purchased from a number of high-street retailers, including, amongst others, ASDA and Sainsbury's.
- Pre-loved uniform is often donated to school and The Friends of Ham Dingle will arrange a uniform sale.

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 Miss Donna Horton via email info@hamdingleprimary.co.uk 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 Miss Donna Horton via email info@hamdingleprimary.co.uk 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 Miss Cath Feane.

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 annually by the Senior Leadership Team. At every review, it will be approved by the Governing Body.

7. Links to other policies

This policy is linked to our:

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