



WICKFORD  
PRIMARY SCHOOL

## **School Uniform Policy**

**Date policy adopted: September 2022**

**Due for review: September 2024**

## 1 Introduction

It is our school policy that all children wear school uniform when attending school, or when participating in school-organised events outside normal school hours. Some items of uniform can be bought via the links on our school website or from Emblem shop in town, whilst others are easily available, at very competitive prices, at local shops and supermarkets. A complete list of the items needed for school uniform including those for Physical Education, can be found in this policy.

## 2 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 / carers.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform
- Help to create a sense to community and belonging to the school
- Identify the pupils with the school
- Support our commitment to inclusion

## 3 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, belief or disability and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniforms 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.
- Endeavour to 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 / carers to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests.

## 4 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 / carers' ability to 'shop around' for a low price.

We 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 items with distinctive characteristics to low-cost or long-lasting items, such as fleeces
- 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 leveller
- Avoiding different uniform requirements for different year groups such as PE kit colours
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents / carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents / carers of any changes
- Consulting with parents / carers and pupils on any proposed significant changes to the uniform policy and carefully considering any feedback or complaints about the policy

## 5 Expectations for school uniform

Our school's uniform

- Green fleece, jumper or cardigan
- White blouse, shirt or polo t-shirt
- Grey trousers or knee-length skirt / tailored shorts
- Grey or white socks
- Black shoes or sandals
- For PE: white t-shirt, black shorts, black or grey jogging bottoms
- For swimming: plain costume, trunks or thigh-length shorts
- Hair must be tied away from face at all times
- For PE, hair must be tied into a ponytail / top-knot
- One, flat pair of stud earrings may be worn but must be removed for PE
- Book bags are optional

It is not essential to purchase any branded items, plain are acceptable  
Any style of coat or bag is acceptable

Where to purchase uniform

- Branded polo t-shirts, jumpers, cardigans, fleeces, swimming hats and book bags can be purchased from Emblem in Wickford High Street or online at [myclothing.com](http://myclothing.com)
- Unbranded clothing can be purchased from high-street retailers and supermarkets
- Second-hand uniform can be purchased for a nominal cost from our school office and Parent Teacher Association (PTA)

## 6 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), unless otherwise instructed by 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.

### 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 / carers 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 / carers 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 / carers to arrive at a mutually acceptable outcome.

### Staff

Staff will closely monitor pupils to make sure they are wearing the 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 does not improve.

Ongoing breaches of our uniform policy will be dealt with in line with our Behaviour 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 body 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 / carers and pupils
- offers a uniform that is appropriate, practical, affordable and safe for all pupils

The governing body 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.

## 7 Links to other policies

This policy is linked to our:

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

Add any other related policies and procedures that the school has here.