



# **Severne Primary School**

## **Uniform Policy**

**Respect • Succeed • Celebrate**





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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 Mrs S McMahon, 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.
- 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 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 or class groups.
- 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

## **4. Expectations for school uniform**

### **4.1 Our school's uniform**

#### **School Uniform**

Uniform is compulsory. It's smart, comfortable and practical. It can be bought from most supermarkets.

Boys - Navy blue sweatshirt, white shirt or polo shirt and grey trousers. For the summer months, grey school uniform shorts are acceptable.

Girls – Navy blue sweatshirt or cardigan, white shirt or polo shirt and grey skirt. Girls may also choose to wear grey trousers. Dark blue check gingham dresses may be worn during the summer months.

Shoes – Must be black school shoes or trainers

(All items should be plain without logos or decorations.)

We urge parents to name all articles of clothing, including P.E. kit.

If headscarves are worn, they should be plain blue or white which are in keeping with uniform colours.

As with our school uniform being smart and sensible, please ensure haircuts are smart/sensible too please.

#### **P.E. and Swimming (New for September 2022)**

P.E.

Plain (no logos) pale blue T-shirt or polo shirt

Plain navy blue school shorts

Plain (no logos) navy blue joggers / jogging suit for colder days

All children must have appropriate footwear and socks, it is recommended that younger children should have plain black Velcro fastening pumps or black trainers for easy access.

Swimming

Swimming is part of our National Curriculum and all children are expected to participate fully

in lessons when the opportunity arises for their class to attend.

Boys: trunks must be swimming trunks and not summer shorts.

Girls: swimsuits must be one-piece suits and not 2-piece bikinis.

Please note: full body swimsuits (burqini) are permitted swimwear alternatively; lycra leggings and leotard can be used. Swimming caps are advisable but not essential.

All swimwear to be navy blue or black if possible.

Note: All items of clothing must be labelled

## 4.2 Where to purchase it

Parents and carers can obtain the uniform from 'high-street' retailers and supermarkets as our uniform has no logos.

The school has a pre-loved school uniform stock free to all parents

Fox Hollies Forum run regular pre-loved half termly uniform giveaways.

[Introducing, the Uniform Swap Shop at FoxHollies Forum \(birish.org.uk\)](http://birish.org.uk)

**Address: Fox Hollies Forum**

Greenwood Avenue, Acocks Green

Birmingham

B27 7RA

**Phone:**

01217060652

**Email:**

[foxholliescommassoc@gmail.com](mailto:foxholliescommassoc@gmail.com)

## 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)

Parents are also expected to contact Mrs S McMahon 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 Mrs S McMahon on 0121 706 2743 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 Mrs S McMahon.

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 Mrs S McMahon. At every review, it will be approved by the full governing board.

## **7. Links to other policies**

This policy is linked to our:

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