

Flookburgh CofE Primary School



Together, we believe, anything is possible

SCHOOL UNIFORM POLICY

Approved by ¹	
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Position:	Chair of 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 the Headteacher, 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) 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 to the school jumper which features the school logo.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes. Branded book bags are available for purchase however, this is at the discretion of the parent/ carer and not a requirement
- Considering alternative methods for signaling differences in groups for interschool competitions, such as providing specific items of clothing eg School Sports T-shirts/ Weatherproof Jackets, etc for children to wear at such events
- Making sure that arrangements are in place for parents to acquire pre-loved 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

- Royal Blue sweatshirt and/or cardigan (with or without the school logo); White Polo-Shirt; Grey trousers or shorts; Grey skirt and/or pinafore; Blue-check Summer dress; Long and/or short white/ grey socks;
- **Branded items which are optional:** Book Bag; Back-pack; P.E. T-Shirt;
- **Outdoor Learning Clothing:** Wellington boots; water-proof jacket and trousers/ all-in one waterproof; Hat; Gloves; Spare socks;
- **P.E kit:** Royal Blue T-Shirt; Black Shorts; Plim-soles and/or trainers; Track-suit for outdoor, colder weather, activities; white/grey ankle socks;
- **Swimming kit:** One-piece Swimming costume; Short-leg, Swim Trunks; Goggles (Goggles may be worn by any pupil who wishes to do so); Bobble/ Elastic-band to tie back long/shoulder-length hair; towel;
- **Jewellery:** Items of jewellery should be limited to stud-earrings which can be easily removed by the child (to be removed by parent/carers on P.E. and/or swimming days prior to coming to school if the child is not able to remove); wristwatch;
- **Hairstyles:** Long and/or shoulder length hair to be tied back at all times; Hair should remain its natural colour with dyes, either permanent or temporary, applied outside of the usual term-times as this is not considered appropriate for school (in line with the Equality Act 2010)

- **Make-Up:** False nails and/or extensions are not permitted; No nail-varnish of any kind; No make-up of any kind (Pupils wearing make-up will be expected to remove it)
At the Headteacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover heavy scarring/skin damage.
- **Footwear:** Black, shoes with a heel of no-more than 1 - 2cm fastened with laces, buckles or velcro should be worn as part of the daily school uniform (trainers should only be worn for P.E. sessions); Boots, either ankle or long-leg, should not be worn instead of shoes (Children can wear wellington boots to come to school during inclement weather changing into school shoes upon arrival)
- **Bags:** A back-pack/ rucksack of any design but, appropriate for the age of the child and purpose can be used; separate book bags are not a requirement although these can be purchased at the discretion of the parent/carer
- **Coats:** A suitable coat which gives adequate weather protection for the time of year should be worn eg hooded waterproof for inclement and/or colder weather (Umbrellas should not be brought into school)

- **Adverse Weather**

Hot Weather:

Everyone working at/attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible.

This includes wearing:

- Loose fitting tops with collars or covered necklines
- Tops that cover the shoulder area
- Grey or black shorts or pale blue and white summer dresses of an appropriate length (if families wish to)
- Sun-safe hats
- Sunscreen applied *before* coming to school (children must be able to re-apply this themselves with all sun-cream labelled and handed to the child's class teacher)

During hot weather, lightweight clothing is required to reduce the risk of overheating. Pupils are not required to wear their jumpers/cardigans during heatwaves.

If outside during break and lunch times, pupils not wearing sun-safe clothing/sunscreen are advised to stay in an area protected from the sun.

4.2 Where to purchase it

- Parents and carers can obtain the branded school uniform from:
 - IDENTITY, Unit 2 Peter Green Way, Furness Business Park, Barrow-in-Furness, LA14 2PE 01229 823584
 - <https://www.oneidentity.co.uk/flookburgh/>
 Alternatively, all items can be bought more widely from well-know 'high-street' retailers
- Pre-loved uniform:
 - Pre-loved uniform sale will be organised at specific points within the school year and advertised on the school newsletter and Facebook page (both school of FoFs)

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)

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 the Headteacher 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 the Headteacher

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

- Considers 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 at least every 3-years by the Headteacher. 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