

Heald Place Primary School



Every Child a
Confident Learner

School Uniform Policy

September 2023

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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 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
- Is available at a comparable cost to neighbouring schools

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- 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
- Considering alternative methods for signaling differences in groups for interschool competitions, such as school funded PE kits.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items where possible and/or available.
- 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

The school endeavours to ensure that our uniform is as gender neutral as possible.

The uniform is as follows:

- Royal Blue sweatshirt or Royal Blue cardigan (with or without the school logo)
- White polo shirt
- Grey or black trousers
- Grey or black skirt (in summer, a blue and white summer dress may be worn)
- Black, sensible shoes or trainers
- Grey, black or white socks
- Grey or black tights
- Royal Blue book bag (with or without the school logo)

Open-toed sandals, high heels and large, thick boots are not considered suitable footwear for school.

Jeans are not permitted in day-to-day uniform.

All items of clothing and footwear must be labelled with the pupil's name.

4.2 Our school's PE uniform

Children are asked to come into school on the day of their PE lesson wearing their PE kit. They can wear it for the full school day.

Parents/carers are responsible for ensuring their child is dressed appropriately for PE.

The PE kit is as follows:

- Plain Navy T-shirt (with or without the school logo)
- Navy or Black zipped hoody or sweatshirt or normal school jumper
- Navy or Black tracksuit bottoms or leggings
- Navy or Black shorts (in summer)
- Plain, suitable trainers or black pumps

Plain jogging bottoms, hoodies/sweatshirts are preferred. However, a small, branded logo is acceptable.

All items of clothing and footwear must be labelled with the pupil's name.

4.3 Jewellery

The only permitted jewellery that may be worn is:

- One pair of stud earrings (no other piercings are permitted)
- A sensible wristwatch (not a smartwatch)

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

All jewellery must be removed during practical lessons, for example, PE lessons / swimming lessons. If children cannot remove their own earrings, then this should be done at home on the day of PE.

4.4 School Bag

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold children's books and reading diaries comfortably without causing any damage.

Large bags / large rucksacks are discouraged for day-to-day lessons due to space in children's lockers.

School bags featuring inappropriate images, slogans or phrases are not permitted. The school encourages pupils to bring non-valuable bags to school.

The school will not be liable for lost or damaged school bags.

4.5 Water Bottles

All children should bring a water bottle into school every day: this can be refilled by children whenever necessary during the day.

Water bottles must be labelled with the pupil's name.

4.6 Hair Styles

Hairstyles should be smart and moderate in style. Brightly coloured hair is not permitted. Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds. The Headteacher will take each individual pupil's scenario into consideration.

Long hair should be tied up. This is to avoid health and safety risks and ensure that children's vision is not impeded.

Large, excessive hair accessories should not be worn; however, small hair clips or plain headbands are acceptable.

Hair extensions are not permitted.

At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover their hair if they have hair loss / illness etc.

4.7 Make-Up

False nails and nail extensions are not permitted. Only clear nail varnish may be worn.

Children are not allowed to wear make-up.

Pupils wearing make-up are required to remove it or, if appropriate, will be sent home 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.

4.8 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 (children must be able to apply this themselves and it must be 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.

Cold Weather

During cold weather, pupils are required to wear scarves, gloves, coats and hats when they are outside.

Additional layers underneath the usual school uniform are accepted.

Where possible, pupils not wearing warm clothing are provided with spare clothing if going outside during break and lunch times.

4.9 Labelling

School staff encourage good organisation of clothing and footwear, for example, designated spaces for children to keep belongings in and checking of labels. However, all pupils' clothing and footwear must be clearly labelled with their name.

Clothing and footwear are the responsibility of the pupil and not the school.

If a child goes home in another child's clothing by accident, for example, their jumper, parents/carers should send the clothing not belonging to them back into school to their child's class teacher.

Any lost clothing is to be taken to the lost property box. All lost property is retained for a term and is disposed of if it is not collected within this time.

4.2 Where to purchase it

- Most of our school uniform can be purchased via any local supermarket (without logo)
- Uniform with logo can be purchased from My Clothing website or MCS stores Ltd (further details can be accessed via the school website)
- Second-hand uniform can be requested via School Business Manager dependent on availability. The second-hand clothes are lost property items and sizes/clothes items may be limited

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 the Headteacher via admin@healdplace.manchester.sch.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 the Headteacher via admin@healdplace.manchester.sch.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

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 relevant Assistant Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Deputy Headteacher in line with the 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.

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.

6. Monitoring arrangements

This policy will be reviewed Bi-annually by the School Business Manager.

At every review, it will be approved by the Full Governing Board at the annual policy committee meeting.

7. Links to other policies

This policy is linked to our:

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