



**Abbots Farm Junior School**

# **School Uniform Policy**



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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher or another member of SLT, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## 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
- Limiting items with distinctive characteristics to low-cost and/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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

All children who attend Abbots Farm Junior School are expected to have pride in their appearance and the school uniform is important in achieving that aim. Uniform is by definition restrictive but it does ensure all children are smartly and sensibly dressed, giving them pride in themselves and a sense of belonging to this school and all that means.

### 4.1 Our school's uniform

**Shirt:** Plain white or school polo shirt

**Trousers/Skirt/Dress:** Grey/Black (NOT fashion trousers/jogging bottoms/jeans)

**Jumper:** Royal blue V or round necked jumper or cardigan or school sweatshirt/cardigan

**Socks:** Black, grey or white (or black/grey tights)

**Summer dresses:** Small blue and white checks or stripes

**Shoes:** Sensible black school shoes/boots or smart, completely black trainers

#### Inside P.E.

White round-necked T shirt  
Black or white shorts  
Short white socks  
Black or white pumps

#### Outside P.E.

White round-necked T shirt  
Black or white shorts  
Trainers  
Plain black or navy tracksuit/jogging bottoms/leggings  
and sweatshirt for cold weather

As we promote active lifestyles and use of the outdoor throughout our curriculum, we also ask that all pupils have **a pair of wellies and a raincoat in school with them at all times** to enable them to access our outdoor learning spaces regardless of the weather. Their wellies will be kept on their year group's welly rack outside their classrooms and their raincoats should be kept in their bags or their lockers.

It is important for pupils to wear correct clothing for physical activities. A complete change of kit is required for PE activities. All clothing should be clearly labelled. Jewellery must not be worn for sporting activities and long hair should be tied back.

## Jewellery and Hair

The only items that are considered appropriate are watches, and studs or sleepers worn in pierced ears (these must be removed for PE unless parents send a letter which will release the school and governors from all legal responsibilities in case of injury). Any types of Smartwatches are not allowed. The school will not allow jewellery or cosmetics unless for cultural reasons, and then only if approved by the Headteacher.

Hair should not be treated to alter its natural colouring and should not have designs shaved or coloured into it. We also do not permit gel in the hair as this affects our PE mats, etc.

### **4.2 Where to purchase it**

There is no single supplier of the school uniform and all the items listed above can be purchased from a number of suppliers, including supermarkets and budget-friendly clothes retailers. Abbots Farm sports shirts, sweatshirts, etc. bearing the school crest, can be purchased at 'Webb Ellis' on St Matthews Street in the town centre. Book bags can be purchased through the uniform shops too – we no longer stock them at school.

If you ever need some help with uniform, we have a good stock of second-hand uniform available in school. Please just speak to a member of staff and we will do what we can to help. We also set stalls up from time to time for parents to purchase second-hand uniform.

## **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 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 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 speak with any pupils and families not following the uniform policy to remind them of our school's expectations and to offer any support that families may need. The Children and Families Team are also able to support families that are struggling with providing uniform or children that are struggling to follow our policy in any way.

### **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 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:

- Relationship and behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy