



# **Marshland St James Primary School & Nursery**

## **School Uniform Policy**

### **‘Believing, Belonging, Being’**

*In our school we want our children to be caring and confident learners. We aim to provide a loving, safe and secure environment, where every child has the belief to achieve and the sense of belonging to a Christian school family.*

We will nurture and encourage children's ambitions enabling them to believe in themselves; to become courageous learners, and to be compassionate, tolerant and respectful members of our community.

Marshland St James Primary School is committed to promoting equality and value for money and to ensuring that no child is discriminated against due to their religion or belief, economic circumstances or social and cultural background. This policy contains provisions to meet these objectives and has been created with health and safety, value for money and practicality at its heart. Additionally, it is important that our pupils feel a sense of belonging to our school. We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. We also believe it is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire

### **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. Connolly, the school administrator, 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 that feature the school logo
  - 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 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 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**

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

- Green sweatshirt or green cardigan (with or without the school logo)
- White polo shirt
- Grey or black trousers (joggers can be worn in Nursery)
- Grey or black skirt
- Green checked dress or shirt
- Black, sensible shoes (not trainers)
- Grey, black or white socks
- Green, Grey or black tights
- Green book bag (with or without the school logo)
- Trainers, open-toed sandals and large, thick boots are not considered suitable footwear for school. High heels are not permitted: sensible, plain black shoes must be worn by both boys and girls.
- All items of clothing and footwear must be labelled with the pupil's name.

During hot weather children need to have protective sun hat and they may bring suitable sunglasses in for eye protection. However the school is not responsible for any accidental loss or damage to these items.

### **Our PE Kit**

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 it is as follows:

- Plain white T-shirt or plain t shirt in house colours (with or without the school logo)
- Black or grey zipped hoody or sweatshirt or normal school jumper
- Black or grey tracksuit bottoms or leggings
- Black or grey 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.

For swimming girls need to wear a one piece swimming costume and boys need to wear swimming shorts that are above the knee. All children will be expected to wear a swimming hat in the pool. Swimming hats may be purchased from the school at a reduced cost.

## **Where to purchase our uniform**

Our uniform supplier is Stratfords. PE Kit can be purchased directly from their website or the school is able to order for families who are unable to access the supplier. Parents are also able to buy generic uniform items from local stockists that conform to the school colour and uniform expectations.

## **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.

## **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 Head Teacher 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.

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

## **Make-Up**

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

## **5. 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)

### **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. Parents are also can contact the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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.

## **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.

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 LGB 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

Governors 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.

This policy will be reviewed every 3 years by the governing body every 3 years.

**Policy adopted: Summer 2022**

**Date to be reviewed: Summer 2025**