



Uniform policy

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Persons responsible	SLT
Governor committee	P&P

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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 (although 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
- › With agreement of the SEN team, 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 (headteacher@stocks-green.kent.sch.uk), 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) 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. For example, by only asking that the jumper features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as jumpers
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags
- 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, other than those supplied by the school for specific sports, such as netball and football
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimizing 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 jumper or cardigan with logo

White polo shirt with or without logo

Grey trousers or shorts, skirt or tunic dress or blue and white checked dress

Grey tights or grey $\frac{3}{4}$ length socks with skirt or tunic dress

Black shoes (no trainers)

A pair of wellington boots for break time and lunch time

Grey socks (with trousers) or white ankle socks (with blue and white checked dress)

PE Kit

Navy blue sweatshirt with logo

Royal blue polo shirt with or without logo

Navy shorts or skorts, navy jogging or tracksuit bottoms (no skins)

Trainers

KS2 Swimming Kit

Swimming trunks or one piece swimsuit

Towel

Recommended: goggles and a swim hat

Jewellery and Hairstyles

The only items of jewellery permitted in school are one pair of stud earrings and a watch.

Earrings must be removed for PE and swimming lessons. If they cannot be removed for a medical reason, then they must be covered with medical tape. If a child cannot remove the earrings themselves then these should be removed at home on PE days. Staff are not allowed to assist in the removal/insertion of or taping up of earrings. As such, we would ask that any ear piercing takes place at the beginning of the summer holidays to allow time for healing and, thus, removal of the earrings.

Watches can be worn in school. However, they must not be a type of smart watch that can send messages, make a phone call or take pictures, for safeguarding reasons.

The school can accept no liability for the loss of any personal property.

Haircuts should be moderate in nature. Long hair should be tied back and only small, neat hair accessories may be worn. Hair accessories should be discreet and ideally be in the school's colours. Make up, nail varnish or dyed hair is not permitted or considered acceptable for school.

4.2 Where to purchase it

- Most items have been selected so that they can be purchased at multiple retailers including local shops, online retailers as well as the school's chosen uniform supplier. The school has checked the availability of these items at multiple retailers to ensure reduced cost options for parents

The only items that require purchasing from the special supplier is the school jumper, cardigan or PE sweatshirt. Optional logoed items, such as the polo shirts, can also be bought through the school supplier. Our current uniform supplier is Paul Marchant, an independent school outfitter. Details of how to contact our uniform supplier can be found on the school website. <https://www.stocksgreenprimary.co.uk/uniform/>

- To support parents with cost, the PTA also sells second hand uniform, including the school jumpers, cardigans and PE sweatshirts. This takes place through regular after school uniform sales throughout the school year, at EYFS parents information sessions and via direct contact with the PTA

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 (headteacher@stocks-green.kent.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 – although the school recognises that this may be not always be possible due to OPAL playtimes in winter
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the Headteacher (headteacher@stocks-green.kent.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

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 send home a generic letter to remind parents and pupils of the uniform expectations and give any pupils and families breaching the uniform policy the opportunity to comply. However, they will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by a member of the senior leadership team 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.

If parents are in financial hardship and require support in order to comply with the school's uniform policy, they should contact a member of the school's senior leadership team.

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 three years by the senior leadership team. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

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