WINDMILL CHURCH OF ENGLAND PRIMARY SCHOOL

Uniform Policy

June 2022

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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 school office, 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 where possible. For example, by only asking that the jumper/cardigan, worn over the polo shirt, features the school logo
- 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 groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items through the pre-loved uniform POW shop

- 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. Parent Consultation

In response to the government change in legislation regarding the affordability of school uniform for parents, here are the results of the consultation we sent to parents in June 2022 (Based on 145 responses):

Should there be a school uniform?	Yes 97% No 3%
Should there be a school uniform in the Early Learning Phase?	Yes 97% No 3%
Should there be a separate uniform for Year 6?	Yes 97% No 3%
Do you believe that uniform is affordable for parents?	Yes 97% No 3%
Do you think school uniform promotes identity and belonging?	Yes 97% No 3%
Do you think that school uniform minimizes competition over clothing?	Yes 98% No 2%
Do you think we should restrict footwear to black shoes?	Yes 97% No 3%
Should we ban jewellery altogether apart from ear studs?	Yes 98% No 2%
Should the school jumper / cardigan carry the school logo?	Yes 97% No 3%
Do you think it is reasonable to ask all children to wear a plain unbranded, white T-Shirt, Unbranded Black shorts/Joggers/Leggings and trainers for PE?	Yes 100%

5. Expectations for school uniform

5.1 Our school's uniform

Children should wear:

- Bottle Green sweatshirt, V-neck or crew neck or cardigan with School logo
- Gold polo shirt – ones with the logo on will be available but plain gold ones can be worn.
- Grey trousers, shorts or skirt.
- Green or yellow gingham summer dress.
- Smart plain black shoes, not trainers.

PE Uniform

- Plain white shirt
- Plain dark coloured shorts or jogging bottoms
- Black pumps for inside or trainers for outside

If a pupil is not in the correct PE kit/forgets PE kit, then school will provide a spare kit.

The school will provide a separate PE kit for pupils when participating in sports festivals

Hair, Jewellery and accessories

- No jewellery allowed except for a watch and only small, plain studs if children have pierced ears. These need to be covered with tape during PE.
- Watches – to be analogue or digital. No smart watches. Fitbits are allowed.
- Head bands or bobbles should be modest and plain in black, green or yellow.

5.2 Where to purchase it

School uniform is readily available from most supermarkets, branded school jumpers / cardigans can be bought from Gooddies or MyClothing online via the links below.

https://www.gooddies.co.uk/

https://myclothing.com/

Preloved uniform is also sold in school via Parents of Windmill who hold regular sales in school. This is also available when needed from the school office.

6. Expectations for our school community

6.1 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)

6.2 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 school office 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.

6.3 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 senior leadership team.

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.

6.4 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.

7. Monitoring arrangements

This policy has been reviewed by the Full Governing Body in July 2022. This policy will be reviewed every 3 years by the headteacher and approved by the school governors.

8. Links to other policies

This policy is linked to our:

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