

School uniform policy

The Spire Federation

Approved by:	Full Governing Board	Date: May 2022
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Last reviewed on:

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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 via emailing office@east-wold.lincs.sch.uk or office@north-cockeington.lincs.sch.uk

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, worn over the polo shirt, features 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

4.1 Our school's uniform

East Wold:

- Emerald green sweatshirt/cardigan with embroidered school logo
- White short-sleeved polo shirt
- Dark grey tailored school trousers/shorts for boys or girls
- Dark grey skirt/pinafore dress
- Green gingham dress during warm weather
- Grey/black school tights
- Dark coloured, sensible school shoes/closed toe sandals
- Plain black fleece can be worn in school during colder weather
- **PE – to be worn on PE/swimming days**
- A plain white t-shirt, navy/black shorts or plain black/navy jogging suit (not branded) and trainers.

North Cockerington:

- Navy sweatshirt/cardigan with gold embroidered school logo
- White/pale blue short-sleeved polo shirt
- Dark grey/navy tailored school trousers/shorts for boys or girls
- Dark grey skirt/pinafore dress
- Blue gingham dress during warm weather

- Grey/navy school tights
- Dark coloured, sensible school shoes/closed toe sandals
- Plain navy fleece can be worn in school during colder weather
- **PE – to be worn on PE/swimming days**
- A plain white t-shirt, navy/black shorts or plain black/navy jogging suit (not branded) and trainers.

During 2022-2023 academic year, uniform under the previous policy will be acceptable whilst we transition to the revised uniform.

Jewellery, make-up and accessories

Whilst watches may be worn to school please make sure that items of jewellery are not brought to school. All too often precious items are lost causing distress to the child involved. Additionally, items of jewellery such as necklaces or hooped earrings can cause injuries. All personal items are the responsibility of the child.

For these reasons, no jewellery is allowed in school other than watches and stud earrings.

We also request that children do not come to school wearing make-up such as nail varnish or lipstick; although we appreciate that some older children enjoy wearing such things, it is not deemed appropriate for a primary school environment.

4.2 Where to purchase it

- Most items can be purchased from 'high-street' retailers/supermarkets
- Branded sweatshirts and cardigans are available at:
 - Co jos, Louth
 - Supadupatees - Facebook
 - AJ Embroidery, Louth
- Uniform SwapShop operates at the Generation Church in Louth
- Termly second hand uniform sales/swap shops are available in school

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)

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 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.

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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by 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 every 3 years by the Bursar. At every review, it will be approved by the Executive Headteacher.

7. Links to other policies

This policy is linked to our:

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