



# School Uniform Policy

In God's hands, we love, learn, grow and inspire

“What shall we say the kingdom of God is like, or what parable shall we use to describe it? It is like the mustard seed, which is the smallest of all seeds on the earth. Yet, when planted, it grows and becomes the largest of all garden plants, with such big branches that the birds can perch in its shade.”

Mark 4: 30-32

Date Approved by The Board	
Effective period	1/09/24 – 31/08/25
Reviewer	V Goodman
Next Review Due	1/09/2025

'In God's hands, we love, learn, grow and inspire.'

To allow our pupils to love, learn, grow and inspire we seek to remove any preconceived ideas about what to wear, allowing for greater group cohesion and commonality.

Uniforms are used to create a sense of identity and belonging, to promote safety, and to reduce distractions allowing our pupils to fully focus on learning and growing whilst demonstrating a clear message of equality.

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## 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

### 1. 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)
- Children with longer hair will be asked to wear a swimming hat during swimming lessons

- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable. Hair accessories should be modest, e.g. a simple headband or small, discrete hair clips to serve the purpose of keeping hair from covering the face (we reserve the right to ask for this to be appropriate)
- 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 Victoria Goodman (01885 400255) 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 and offering non-branded alternatives, where possible
- 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
- Limiting any items with distinctive characteristics where possible
- Avoiding specific requirements for items pupils could wear on non-school days
- 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 or provided specific kits for children to wear (football and netball kits) during school organized sporting events
- 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

- 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

*Please note the term 'branded' refers to the school logo embroidered/printed onto items of clothing.*

#### School Uniform

- Blue sweatshirt or cardigan (branded or non-branded)
- Grey trousers, pinafore, skirt, summer style blue dress, grey shorts
- White polo shirt (branded or non-branded)
- White, grey or navy plain socks
- Black shoes – not trainers
- No jewellery should be worn. Small stud earrings that can be removed or covered for PE are permitted and a watch (that is not a smart watch) may be worn

#### PE Uniform

- White T-shirt (branded or unbranded) without a collar
- Navy shorts, skorts or tracksuit bottoms (for colder weather)
- Navy blue sweatshirt (branded or non-branded)
- Trainers (pumps are not required)

### 4.2 Where to purchase it

<https://www.schooltrends.co.uk/>

<https://www.monkhouse.com/>

Monk House Schoolwear Specialists

10a St Peter's Street,

Hereford

HR1 2LE

School uniform and PE kit can be purchased from 'high-street' retailers

Secondhand uniform can be purchased through 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 Victoria Goodman (Head of School) 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 Victoria Goodman (Head of School) 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.

We also ask parents to ensure that children do not come to school wearing make-up or nail varnish.

### 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 Victoria Goodman (Head of School).

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 and by re-tendering contracts at least every 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed annually by Victoria Goodman (Head of School). At every review, it will be approved by the Board of Governors.

## **7. Links to other policies**

This policy is linked to our:

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