

# Eccleston Mere Primary School

## Uniform Policy



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## **Statement of intent**

Eccleston Mere Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

## 1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

## 2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

### **3. Cost principles**

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get

the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

#### **4. Equality principles**

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from parents of pupils, who:

- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.
- Are transgender, including non-binary pupils.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however,

will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## **5. Complaints and challenges**

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## **6. School uniform supplier**

Our current school uniform can be purchased from most clothing retailers and from supermarkets.

Where parents wish to buy branded clothing (which is optional), these are available from school uniform stockist in the local area, including Whitakers and Topaz.

## **7. Uniform assistance**

The school supports vulnerable families in meeting the costs of uniforms, during periods of financial hardship. In such circumstances, the Headteacher or a member of the pastoral team can be contacted by telephone or in person.

The school holds second-hand school uniforms in the parents to access; access to these uniforms is available upon request made to a teacher / member of the leadership or pastoral team.

## **8. Non-compliance**

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

The Headteacher, or a person authorised by the Headteacher, is permitted to ask, where appropriate, that a pupil is taken home to remedy breaches to the school's uniform.

When deciding whether to allow a pupil to return home, the school considers the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents.

Where a pupil has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'.

If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.

Parents will be notified in all cases.

## 9. School uniform

### School colours

Our school colours are as follows:

- Navy Blue
- Light Blue
- Grey

### Clothing

The school uniform is as follows:

Item	Optional or required	Branding (Optional)	How to acquire
Navy blue sweatshirt or navy blue cardigan	Required	Can be branded, with school logo on left-hand side or can be plain.	Branded sweatshirt and cardigan available from specialist school supplier.  Plain navy blue sweatshirt or cardigan can be bought from regular retailers / supermarkets.
Light blue polo shirt	Required	Can be branded, with school logo on left-hand side or can be plain.	Branded polo shirt available from specialist school supplier.  Plain polo shirt can be bought from regular retailers / supermarkets.



Grey trousers, grey skirt or grey pinafore	Required	No branding	Available from specialist school supplier and available from regular retailers / supermarkets.
Navy blue, grey or white socks.	Required if visible. Optional if wearing long trousers.	No branding	Available from regular retailers.
Plain navy blue, grey or white tights	Optional	No branding	Available from regular retailers.
Sensible, plain black shoes**	Required	No branding	Available from regular retailers.
<b><u>PE Kit</u></b>			
Plain white t-shirt	Required	Can be branded, with school logo on left-hand side or can be plain.	Available from specialist school supplier and available from regular retailers / supermarkets.
Plain navy shorts	Required	No branding	Available from specialist school supplier and available from regular retailers / supermarkets.
<b><u>Seasonal / Optional Extras</u></b>			
Blue / White Summer dress-grey shorts	Optional	No branding	Available from regular retailers.
School book bag	Optional	School logo	Available from school supplier.

*\*\* Trainers are not considered suitable footwear. High heels / block heels are not permitted. Boots above the ankle are not considered suitable footwear, for health and safety reasons.*

Parents are responsible for ensuring their child brings their PE kit to school when needed.

## **Jewellery**

The only jewellery that may be worn is a smart and sensible wrist watch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

Watches must be removed during practical lessons, including PE lessons.

**Earrings may only be worn following a piercing (for the recommended time period),** accompanied with a letter from parents / carers. During this period, earrings should be covered with plasters / micropore tape.

Should there be any cultural or religious grounds with regard piercings, a request may be made in writing to the Headteacher / Chair of Governors, to review this on an individual basis.

## **School bag**

Pupils may use an appropriately sized waterproof bag to carry their books and equipment. It should be a practical bag, which holds the necessary books / resources as required.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

## **Hairstyles / Accessories**

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

Brightly-coloured, dyed hair is not considered appropriate for school

Children are asked to wear plain hair bobbles / headbands, that do not have bold patterns or that are over-sized.

## **Makeup**

Pupils are not allowed to wear make-up in school. Where it is evident that make-up is being worn, pupils will either be asked to remove it, or parents will be contacted

Pupils wearing excessive makeup are required to remove it or, if appropriate, will be sent home to remove it.

Exceptions may be made in extreme circumstances, at the Headteacher's discretion e.g. a pupil may be permitted to cover scarred or damaged skin.

## **10. Adverse weather**

In hot temperatures, children should dress appropriately, including-

- Wearing loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Tops that cover the shoulder area.
- Sunglasses and sun hats when outside, where possible.

Pupils are advised not to wear jumpers during periods of heatwave.

For cold temperatures children may wear scarfs, gloves, coats and hats when they are outside.

## **11. Labelling**

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is to be taken to the front of school, to lost property. All lost property is retained for one week and is disposed of if it is not collected within this time.

## **12. Monitoring and review**

This policy is reviewed every two years by the chair of governors and the headteacher.

The scheduled review date for this policy is April 2024

