

# Thomas Gray Primary School



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## School uniform policy

Thomas Gray Primary School

Approved by:	[Name]	Date: [Date]
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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/ or to wear a headband to keep hair out of the pupil's eyes)
- 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, Mrs Melia, pastoral officer, 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 - All items may be worn without a badge.
- › Considering cheaper alternatives to school-badged items. School badges that can be ironed on or steamed on by the school are available at a low cost from the school office.
- › Keeping the number of optional badged 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

Add details of your school uniform to this section, including:

- › NO badged items are required; however it is optional to wear badged jumpers/cardigans/polo shorts/P.E. tops. Badges are available from the school office.
- › Generic items/ plain unbranded items are acceptable for all of the uniform.
- › Expectations for PE are for children to come to school and wear their PE kit on that day. The PE kit is a red round neck t-shirt and navy short/joggers.

- Expectations for swimming kit are a swimming costume or swimming trunks. No bikinis or long shorts may be worn in line with guidance from the swimming provider. Pupils are requested to wear a swimming hat, these are available from the office at a low cost.
- No jewellery, except stud earrings, is to be worn for health and safety reasons. Earrings are to be removed or taped on PE days, and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
- Pupils are expected to wear black school shoes or trainers. If possible it is requested that pupils wear Velcro fastening shoes until they are able to do their own laces.
- Forest nursery are required to wear a waterproof suit - this will be provided by the school at the start of the year.

## 4.2 Where to purchase it

Parents and carers can obtain the generic /unbadged uniform widely, e.g. from 'high-street' retailers; badged uniform is available from Paul's Place; Badges /badging service is available at school.

Donations of second-hand uniform are welcomed and these are stored in school. Second -hand uniform is then available free of charge or for a small donation from the school office.

## 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 Mrs Melia Pastoral Officer or a member of SLT 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 Mrs Melia, Pastoral Officer or a member of SLT 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 Head Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Pastoral officer in the first instance, then the Head teacher and if necessary a member of the Behaviour and Safety committee.

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 by Mrs Melia, Pastoral Officer every 2 years. At every review, it will be approved by Behaviour and attitudes committee.

## 7. Links to other policies

This policy is linked to our:

- Equality information and objectives statement