



# School Uniform Policy

Policy Creation & Review	
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<b>Last review date</b>	November 2023 <i>(agreed adaptations to uniform)</i>
<b>Ratified by Governing Body</b>	November 2023
<b>Previous Review Date(s)</b>	June 2022 <i>(change to EYFS PE kit arrangements)</i> May 2022 <i>(new statutory requirement from Sept 2022 &amp; new DFE guidance + EWPS clarification re: smart watches &amp; mobile phones)</i> July 2021 <i>(PE changing)</i> July 2016 <i>(socks &amp; shoes)</i> July 2013
<b>Next Review Date</b>	June 2027

## Ellen Wilkinson Primary School SCHOOL UNIFORM POLICY

### 1. Aims

- Set out our approach to requiring a uniform that is of reasonable cost and offers best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equalities Act 2010
- Clarify our expectations for school uniform so that appropriate clothing is worn by pupils for all their activities in school.
- Support the school's Health and Safety practices (low heeled shoes and jewellery).

### 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:

- 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 (however please see 4.6 in relation to jewellery)
- Avoid listing uniform items based on gender, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Senior Learning Mentor 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 stating that no item has to have the school logo, it only needs to be in the school colours,
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- 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 our school uniform

The school's official colours are royal blue, yellow, white & grey. Our school uniform consists of the following:

- Grey- trousers, skirts, pinafores or shalwar and shorts in the summer.
- Blue/white or yellow/white-gingham dresses.
- White or yellow-polo shirt (logo optional).
- Royal blue-sweatshirts, cardigans or fleece top (logo optional).
- Plain black shoes with low heels and tread, enclosed sandals.
- Plain white or grey socks
- If your child wears a hijab to school we would ask that it reflects the school colours.
- If your child follows a faith that means they need to wear certain items please see section 4.7 and contact the school so we can support a way forward in line with this policy.

### 4.1 P.E. Kit

- White plain t-shirt (logo optional).
- Navy or black shorts or tracksuit bottoms.
- Black plimsolls (these are preferable to trainers as they are more flexible).
- Years 1 to 6 should wear their PE kit to school on PE days (except on school photograph days when school uniform should be worn with suitable footwear for PE).
- Reception children should wear school uniform and bring their PE kits to change into in order to support their development in relation to self-care.
- On club days, these should all be kept in a drawstring bag (no rucksacks).

### 4.2 Swimming

All children in year 4 go swimming. This is a legal requirement. For this they will need:

- Swimming costume (no two piece suits).
- Towel.
- Swim hat for boys and girls (this is a requirement from the pool).

### 4.3 Labelling

All items of clothing, P.E bags and reading bags, must be individually labelled either with an indelible pen or iron on labels.

### 4.4 Suppliers

- We are aware of the on-going cost of school uniforms which is why we do not insist on logo items being worn, however we do ask parents to ensure children are in the correct school colours.
- Many supermarkets sell multi packs of tops etc. for more reasonable prices and items may be purchased at any retailer.
- Logo specific items such as polo shirts, sweatshirts, cardigans and fleece can be bought from Ian Howard Outfitters, Barking Road, East Ham.
- From time to time parents donate items of uniform that have been hardly worn as their children have had a growth spurt. If you would like to purchase any of these items at a reduced rate (particularly the logo ones) please see anyone on the main school gate.

### 4.5 Reading & PE bags

Reading and PE bags with the school's logo can be purchased from the main office. Only the reading bags have a logo, the PE bag for Reception can be any drawstring bag (no rucksacks please).

### 4.6 Jewellery

- Items of jewellery are potentially dangerous and also a target of theft.
- No jewellery should be worn apart from a watch or earring studs (no sleepers please)
- Smart watches with any phone or camera facilities are not allowed
- Before any P.E or games lesson earrings must be removed by the child themselves (not staff) or taped up.
- The school will not be responsible for any missing jewellery or watches.

## 4.7 Religious observance

- We value all religions and worldviews therefore our uniform policy reflects this.
- However, clothing or religious items should not interfere with children being able to fully participate in all areas of the curriculum, including PE & swimming.
- We support the wearing of hijabs and turbans but ask that these are in the school's colours (see above) and when pupils are involved with physical exercise they cannot be a trip or choke hazard to themselves or others.
- We support the adaptation and differing types of swimming costumes to support participation.
- We understand that some religions require compulsory items to be worn but note that it is usually once a child reaches a certain maturity and therefore in most cases would not be appropriate for primary aged pupils.
- If a child must wear an item this has to be discussed and agreed with the school before it is worn in school and must meet the following criteria
  - It is compulsory for that age of child
  - It does not pose any health and safety risk to the child or others in a school environment
  - It does not stop them from participating fully in all aspects of the curriculum and wider school life including PE & swimming
  - It is in accordance with Newham SACRE's advice & British Law

## 4.7 Mobile phones

- Only children in year 6 are allowed to bring mobile phones onto the school site (as we recognise that many may be travelling unaccompanied)
- On arrival in school, these must be switched off and handed into the class teacher who will arrange for them to be stored securely in the main office until the end of the day when they will be returned to the children
- The school will not be responsible for any damages during this time.

## 4.8 Makeup and nail varnish

No child should be wearing makeup including nail varnish

## 4.9 Lost & Found

- Clothing which is labelled is returned to the child directly.
- Lost property tubs are located by the hall doors in the playground for stray articles of unmarked clothing.
- Parents are welcome to search these tubs for lost articles.
- Each term the tubs are emptied and unmarked articles are put into the clothes recycling bank.

# 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 the Senior Learning Mentor and/or the Junior Governing Body 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 the Senior Learning Mentor via the main 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 the correct uniform. They will give any pupils and families not applying the uniform policy the opportunity to do so, but will follow up with a member of the Senior Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the member of the Senior Leadership Team responsible for that year group.

In cases where it is suspected that financial hardship has resulted in a pupil not following this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### 5.4 Governors

The governing body 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 governing body 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 every 5 years by the Headteacher and at every review, will be approved by the Finance Committee on behalf of the Governing Body.

## 7. Links to other policies

This policy is linked to our:

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