

School Uniform



RHODES AVENUE PRIMARY SCHOOL

Approved by:
Full Governing
Body

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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 with the Headteacher, 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:

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- 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, e.g. by requiring only one branded item of school uniform which can be used for different circumstances.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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**

Rhodes Avenue Primary School has a no uniform policy for every day wear.

Rhodes Avenue Primary School only expects children to wear a school uniform for Physical Education lessons. All uniform items have been chosen so that they are gender-neutral.

Expectations for shoes, bags and coats:

Yellow book bag for EYFS + KS1 phases (Nursery-Year 2) – branded version is optional/generic items acceptable

Shoes – sensible, closed front, no open-toe/flip-flop style ones

Bag for KS2 (Years 3-6) – branded book bag version is optional/generic items

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acceptable

Waterproof coat appropriate for weather/season – generic items acceptable

Expectations for PE kit include:

Navy shorts – generic items acceptable

Turquoise polo shirt – branded version required (also used for Choir/Sports Competitions if applicable)

Fleece/jumper for cold weather – branded version is optional/generic items acceptable

Black plimsolls or sports trainers (any colour acceptable)

PE kit bag – branded version is optional

Expectations for swimming kit include:

Swimming kit bag – generic items acceptable

Cap

Goggles

Swimwear – no bikini type swimwear

Towel

Expectations for items which are only required in specific circumstances or at certain times of the year:

Forest School sessions – wellington boots/outdoor walking boots – generic items acceptable

Choir – Turquoise polo shirt – branded version is required (this is also used for PE)

Sports competitions - Turquoise polo shirt – branded version is required (this is also used for PE)

The school also has a set of other sports specific PE kits for certain sports competitions which children will wear on a loan basis for events and return to the school after.

Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)

Simple one stud earrings, in the lower ear lobe, of each ear. No other piercings are permitted.

Simple jewellery, e.g. necklaces and bracelets, which are to be removed in PE

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lessons. Watches can be worn in school but these must not be smart devices.

Hairstyles which do not block a learner's line of vision. Long hair should be tied back for sports or not to block the learner's line of vision.

4.2 Where to purchase it

Parents and carers can purchase any branded items via the Uniform Me website (<https://uniform-me.com/product-category/schools/rhodes-avenue-school>). Parents can obtain non-branded uniform listed above from wherever they choose as long as the colours match the colours stated in this policy.

The school's Parent Teacher Association (PTA), Rhodes Avenue Primary School Association (RAPSA), frequently arranges second-hand uniform exchange schemes, e.g. the Welly Exchange, the PE Top Exchange. The school also stores second-hand uniform for parents/carers to access should they need it. PE kit items for pupils in receipt of Pupil Premium Grant funding are purchased for children on a two-year cycle.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at the applicable 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 Headteacher 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 Headteacher 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

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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 Headteacher.

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 in line with the school's Policy Review Schedule and in consultation with parents/carers and with the Full Governing Body. At every review, it will be approved by the Full 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

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