



Townlands C of E Primary Academy

Uniform Policy

Approved by: Rachael Johnson (Chair of Governors)

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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. Roles and Responsibilities

The Governing Board is responsible for reviewing this policy, alongside: -

- 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.

The Headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis;
- Re-tendering the uniform contract every five years, whether changes to the uniform are made or not;
- Ensuring that staff 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 as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top;
- Processing and approving all eligible school uniform assistance applications.

Staff members are responsible for:

Closely monitoring 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 in accordance with the school's Behaviour Policy. Staff will ensure that pupils understand the importance of having a consistent and practical school uniform e.g. school identity and belonging to a school community.

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.

Parents and carers are responsible for:

Parents and carers are expected to make sure their child have the correct uniform and PE kit (as detailed in this policy), and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Children who arrive at school wearing non-school uniform may be loaned an appropriate item from school where possible. Parents will be contacted to discuss the matter. Parents/carers are expected to inform 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/carers 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/carers to arrive at a mutually acceptable outcome.

Pupils are responsible for:

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days or where the Headteacher has granted an exemption) while:

- On the school premises
- Travelling to and from school
- At out-of-school events/ trips that are organised by the school, or where they are representing the school

Pupils should look after their uniform and belongings as appropriate. 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.

3. 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 gender/sex;
- Make sure that our uniform costs the same for all pupils;
- Allow pupils to wear headscarves and/or other religious garments;
- Allows for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to contact the Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

Gender

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender. To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Not directly requiring pupils of a certain gender to buy additional uniform (e.g. by requiring female pupils to buy both trousers and skirts and/or gingham summer dresses).
- Not holding pupils of different genders to different uniform standards (e.g. by banning certain hairstyles for only one gender).

Religion and Beliefs

The school will always be sensitive to the needs of different cultures, races and religions and will act reasonably in accommodating these, without compromising safety or discipline within the school. We believe any concerns in this regard can be addressed through dialogue and understanding.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin (natural Afro hairstyles).
- Not banning hairstyles worn because of cultural, family and social customs (e.g. cornrows).
- Not banning head coverings related to a pupil's culture or ethnic origin (e.g. African heritage head wraps).

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools.'

SEND and Medical Conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy considers the needs of these pupils. This includes, but is not limited to, allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress (e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings).

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.

4. 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 (DfE) on the cost of school uniform. We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 the school logo features only on sweatshirts, cardigans etc;
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties;
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes;
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items through our pre-loved uniform shop;
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes;
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy.

5. The School Vision and Logo - 'A journey of learning in the light of God's love'.

The school logo on our school uniform (supplied by our local supplier) represents, following consultation with parent groups, pupils and staff, the faith, aspirations and history of the school.

"What shall we say the Kingdom of God is like, or what parable shall we use to describe it? It is like a mustard seed which is the smallest seed you plant in the ground. Yet when planted, it grows and becomes the largest of all garden plants, with such big branches that the birds of the air can perch in its shade." The parable of the Mustard seed - Mark 4:30-32

Our vision is underpinned by the parable of the Mustard Seed as a metaphor of the community growing together with firm roots. Our school logo has been redesigned to reflect the Mustard Tree (which is Townlands). The sun's beams represent God's love enabling us to grow and flourish. The leaves represent diversity and equality, and the trunk represents the readiness for growth into the next stage of life.

6. Expectations for Townlands School Uniform

We are proud of our school uniform colours and encourage our children to be the same. Therefore our school uniform is as follows: -

Townlands Uniform - All year round

- School Tie (Year 1 to 6 only)
- White shirt, blouse
- Polo shirt for EYFS only

- Navy jumper or cardigan with school logo
- Black trousers, skirt or pinafore
- Black shoes

EYFS



Years 1 to 6



Spring/Summer Adaptations

- Optional black shorts – trouser material only
- Sun hats may be worn outside.
- Sun cream – Please ensure that your child is protected from the sun with a 24 hour/once a day type of sunscreen that can be applied at home in the morning.

On hot days all children are expected to wear full uniform (although not jumpers/cardigans). Items such as polo-shirts / short-sleeved shirts/blouses and tailored shorts are all appropriate in the hot weather.

Autumn/Winter Adaptations

In the cold weather, particularly in the winter months, children are expected to wear coats and are permitted to wear a hat/ear-muffs, scarf and gloves. Please ensure that all items are clearly named.

Footwear

For health and safety reasons, we do not allow pupils to wear shoes with platform soles, Heelys or high heels. All pupils are required to wear flat, plain black shoes without logos. These should be closed in with no toes visible. If boots are worn these should also be flat and plain black. Sandals and flip-flops are not permitted.

Acceptable	Unacceptable
	
	

(Please note that this is not an exhaustive list, if you have any specific questions please ask.)

PE Kit

As children will wear their PE kit to school on PE days, please note the exceptions to this would be non-uniform days, swimming and after school sports clubs. On these occasions, children will need to bring their PE kit into school and change accordingly. Children taking part in clubs and sports teams may have to change together after school – some children take part in lots of after-school activities, but it will not be possible to wear sports kit to school every day, only on PE days.

- Plain white round-necked T-shirt
- Navy shorts/skorts
- Dark track suit (this can also be the school logo sweatshirt/dark jogging bottoms/leggings)
- A pair of black pumps or trainers (if pumps are worn for PE, comfortable black school shoes or trainers should be worn for the rest of the day). Children should wear trainers that support their feet and ankles well for PE. Trainers should be white or black.
- Named drawstring bag

Pupils should not attend school in just their shorts and t-shirt. We would like them to wear the full kit, including jogging bottoms and sweatshirt, the latter of which can be removed in warm weather.



Swimming Kit

Children who are taken swimming by the school will need the following kit:

A one-piece swimsuit or a pair of regular swimming trunks, swimming cap and towel. Goggles are optional.

The swimming pool staff will not allow children to wear earplugs, nose-clips or jewellery. Earrings must be removed.

Forest School

In order to attend these sessions, children will need the correct kit (provided in a waterproof bag). Parents/carers will be informed in advance if their child will be participating. The kit includes:

- Wellies or walking boots
- Long socks
- Waterproof coat
- Trousers (not shorts)
- Waterproof trousers or an all-in-one waterproof suit
- T-shirt
- Long sleeved top
- Hat and Gloves (Sunhat for the warmer weather)

Labelling

It is VITAL that all items of clothing and personal property are clearly marked with your child's name – it makes it much easier for 'lost' items to be reunited to their owner as quickly as possible.

Watches/Jewellery

Please note that for security and safety reasons, jewellery is not permitted except for watches and unobtrusive pairs of stud earrings, all of which must be removed/taped over for P.E. and games by your child.

We recommend that only an inexpensive watch be worn in school. If watches are brought in to school, they are entirely at the child's own risk, lost or damaged items will not be refunded. During PE or games, watches should be left with the class teacher. The school will not accept responsibility for any items left in the teachers care. Whilst all reasonable care will be taken, we cannot accept responsibility for watches or any items of value.

The wearing of jewellery in school is strongly discouraged – it can be ripped off accidentally, causing considerable pain to your child or others, so please do not send your child to school wearing jewellery. Staff members are not allowed to replace any items of jewellery which may have fallen out. We are obliged to follow Health and Safety guidelines regarding jewellery – which state no jewellery should be worn during PE lessons.

Hairstyles

The school reserves the right to make a judgement on pupils' hairstyles or hair colours which are deemed inappropriate for the school environment; however, we 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 considered 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. Hair should be natural in colour, without any shaved patterns.

Hair Accessories

To support a safe and focused learning environment, hair accessories should be:

Small (large or oversized items are not permitted).

Plain and unobtrusive (decorative or attention-grabbing styles should be avoided).

Colour-appropriate (accessories must either match the pupil's natural hair colour or be in official school colours).

The above will help to minimise distractions and ensure health and safety standards are maintained throughout the school day.

Makeup

The school rules on makeup are as follows:

- No make-up is permitted
- False nails and nail extensions are not permitted
- Nail varnish is not permitted
- Temporary tattoos are not permitted
- False eyelashes

7. Where to Purchase School Uniform

Our school uniform suppliers are: - Hole in the wall, Hinckley, Leicestershire. Telephone No. 01455 637475

However, much of our uniform can be purchased more widely, e.g. from 'high-street' retailers.

8. Pre-loved Uniform Shop

Our aim is to give our families the opportunity to purchase items of school uniform at greatly reduced prices compared to retail prices. Our 'pre-loved uniform shop' will also support us to help the environment by providing an eco-friendly way of discarding items of uniform which are still in

good condition and helping to reduce our carbon footprint. The shop is open to all families with children who attend our school.

All funds raised from the Pre-loved Uniform Shop will be used towards enhancing the curriculum experiences that we can offer the children.

Although we will have a range of sizes, we rely on donations of clothing so we cannot guarantee that we will always have every item in every size. Items are marked according to the size on the label; please be mindful that sizing can vary between brands. All items will be sold on a first-come, first-served basis.

Uniform donations will be warmly received. To help this service to be successful, we will gratefully receive donations of items of uniform which are in good condition. All donations can be handed to the school office.

9. Lost Property

Any unidentified items of school uniform will be taken to the school office/lost property container. Pupils are encouraged to look here to reclaim lost property, on the understanding that the found item will be clearly named. Children can become upset as a result of lost clothing. Please help the School to reunite lost items of clothing with their owners by labelling all items with your child's name.

10. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality information and objectives statement
- Anti-bullying Policy
- Complaints Policy
- PE Policy
- Forest School Policy
- SEND Policy
- Home School Agreement
- Safeguarding and Child protection
- Keeping Children Safe in Education