



Gawber Primary School



Uniform Policy

October 2024

Review date October 2026

Person responsible for the Policy	Dawn Bradshaw
Date Agreed by Governors	November
Review Date	October 2026
Is this Policy to appear on the school website	Yes

Headteacher's Signature	Dawn Bradshaw
Date	25.11.24
Chair of Governor's Signature	Emma Casimir
Date	25.11.24

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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, having taken full account of the Education Act 2021 (Guidance about Cost of School Uniform)
- 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 children 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 children
- Allow all children to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all children to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow children to request changes to swimwear for religious reasons
- Allow children to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking children 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:

- 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 featuring the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Avoiding specific requirements for items children 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 children 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

The Gawber school uniform consists of:

- Grey trousers/ shorts / grey skirt or pinafore
- White shirt, blouse, white or navy polo shirt
- Navy jumper, cardigan or sweatshirt. (Any navy jumper, cardigan or sweatshirt is acceptable but ones bearing the school logo are available from the School shop (near the Alhambra) or Vortex Schoolwear (Tel 01226 202329 – www.vortexschoolwear.co.uk)
- Navy check dress (summer)
- Black / Navy / Grey / White tights / socks
- Round necked white T-shirt and black shorts / leotard for P.E.
- Black / Grey / Navy Blue plain jogging suit / track suit and trainers / pumps for outdoor games (NOT FOR EYFS CHILDREN)

We also ask that children change into indoor shoes (black pumps, not slippers) whenever they come into school and space to store them is provided. **All items of school clothing and footwear should be clearly named.**

Please speak with Mrs Bradshaw or Miss Knox if you would like the opportunity to buy second hand uniform.

5. Expectations for our school community

5.1 Children

Children 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)

Children may also contact Dawn Bradshaw or Rachel Knox if they want to request an amendment to the uniform policy in relation to their protected characteristics be considered.

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 Dawn Bradshaw or Rachel Knox 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 monitor children to make sure they are in the correct uniform. They will give any children 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 Dawn Bradshaw or Rachel Knox contacting parents/ carers to remind them of school policy and expectations and to offer support if needed.

In cases where it is suspected that financial hardship has resulted in a child not complying with 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
- Takes into account the views of parents and children
- Offers a uniform that is appropriate, affordable, practical and safe for all children

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

The school shall be responsible for reviewing this policy from time to time, ensuring that it meets legal requirements and reflects best practice.

7. Links to other policies

This policy is linked to our:

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