

Easebourne CE Primary School

# School Uniform Policy

Adopted: November 2022

Review: November 2023



Lead member of staff	Caroline Hulbert
Governor Committee	FGB
Signature of Chair of Governors	

**“And now these three remain: faith, hope and love. But the greatest of these is love.”**

**[Corinthians 13:13]**

In a safe, loving environment built on the strong Christian values of **faith**, **hope** and **love**, we want our children to **ACHIEVE** excellence and a love of learning, fulfilling their potential, and to **BUILD** their life skills, experiences and dreams. We also seek to **CONNECT** our children with their learning, their wider community and the environment.

## 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

## 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

## 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:

- The jumpers, cardigans, house T-shirts and new sports kit, which have our distinctive Easebourne characteristics, are optional items
- Second hand items with the Easebourne logo are available low cost from the PTFA
- Our house colour T-shirts do not need to be branded with the Easebourne Logo
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy we receive

## Our Easebourne school uniform

Our school uniform helps to establish the right ethos in a school, encouraging a sense of belonging and identify. To ensure our uniforms are cost effective, you can choose from school logo embroidered items (green jumpers, cardigans and house colour t-shirts) or plain versions.

- White polo shirt or long/short-sleeved white shirt/blouse
- Green sweatshirt or cardigan – optional with school badge (available at [www.myclothing.com](http://www.myclothing.com))
- Grey trousers, grey shorts, grey skirt, grey pinafore dress (knee length)
- Summer option: green and white striped or checked dress
- Grey socks, white socks or grey/green tights
- Sensible, black school shoes – no trainers, heels or open-toed sandals

## **PE Kit**

- House coloured T-shirt – optional with school badge (available from [www.myclothing.com](http://www.myclothing.com))
- Black shorts\*
- PE bag
- Trainers
- Black tracksuit bottoms\* and black hoodie/sweatshirt for outdoor use only (optional)
- An optional branded EPS kit can be purchased. Office to provide details.

## **Optional Items**

The following optional items are available from [www.myclothing.com](http://www.myclothing.com)

- Book bag with school badge – we recommend a book bag for Reception Class and KS1
- PE bags with school badge
- Rucksack with school badge
- Cap with school badge
- Reversible fleece with school badge

## **Sundry Items**

- Wellington boots (to be kept at school for playtimes/Forest School)
- Art apron or old shirt
- Swimming kit
- Forest School kit – long sleeved trousers, long sleeved top, waterproof coat and trousers depending on time of year and appropriate footwear.

## **Where to purchase our school uniform**

Branded items are optional and can be purchased from [www.myclothing.com](http://www.myclothing.com) . Other items are widely available from high-street retailers.

The PTFA have a second-hand uniform sale and we run a wellie exchange on the last Thursday of the month.

## **Expectations for our school community**

### **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 headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## **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 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.

## **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.

Frequent breaches of our uniform policy will be discussed with parents and class teachers in the first instance. On-going breaches will be discussed with parents and 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.

## **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.

## **Monitoring arrangements**

This policy will be reviewed yearly by the Headteacher. At each review, it will be approved by Chair of Governors.