

School Uniform Policy

Furneux Pelham CE Primary School



Roots to grow,
Wings to soar

Approved by: Curriculum and Pupil Welfare Committee **Date:** March 2024

Next review due by: September 2025

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Our school ethos and vision show that we hold high expectations of ourselves and each other. Our uniform policy is designed to convey these high expectations and enable all children to feel proud of their appearance and proud to be a part of Furneux Pelham School.

Uniform unites us as a community: we learn, practise, play and succeed together.

Uniform makes us all equal: we come to school looking the same way; no one has to feel awkward about the clothes they have or don't have.

Uniform gives us all an identity to be part of and proud of.

Uniform enables our pupils to look smart and ready to learn.

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 or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs

- Champion the right of pupils to embrace Afro-hairstyles and acknowledge that Afro-textured hair is an important part of our Black pupils' racial, ethnic, cultural and religious identities and requires specific styling for hair health and maintenance.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents 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

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
- 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 school-owned kit which is loaned for events
- Making sure that arrangements are in place for parents to acquire second-hand uniform items and sharing information which supports parents in accessing these arrangements.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes. When changes are made ensure that parents understand that the new uniform should be purchased only when new is required.
- 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

4.1a Our school's uniform

- ✓ Grey tailored trousers, shorts, culottes, skirt or pinafore
- ✓ White shirt and navy tie, or white revere blouse (no tie necessary for blouse)
- ✓ Jumper or cardigan with school badge
- ✓ A blue and white check dress/playsuit if preferred in warmer weather
- ✓ Grey tights or white/grey socks and black/navy school shoes (black/navy or white flat sandals may be worn in warmer weather – but socks must be worn)

Pupils will also need:

- ✓ A Furneux Pelham bag for books and letters
- ✓ A Furneux Pelham drawstring PE bag
- ✓ A sun hat

Jewellery is limited to one wristwatch and small, plain stud earrings, which should be removed for PE. If a child is wearing more jewellery, they will be asked to remove it and it will be returned at the end of the school day.

All **hair** accessories should be in Furneux Pelham School uniform's colours: blue or white and are for practical, rather than adornment purposes. Hair colours should be natural and traditional and lines or patterns should not be shaven into haircuts.

4.1b Our school's PE Kit

- ✓ Pale blue polo shirt with school badge
- ✓ Navy shorts
- ✓ Plimsolls or trainers
- ✓ Dark blue tracksuit or sweatshirt and joggers
- ✓ A Furneux Pelham fleece is also available (optional)

4.2 Where to purchase it

Embroidered items of school uniform can be purchased from: www.myclothing.com.

The tie and sun hat are not available online but are kept in stock at school and can be bought from the school office.

The PTA (FPSA) has a large supply of second-hand school uniform, which can be purchased at a very low cost. A sale is not held regularly, but instead uniform can be purchased at any time by contacting the allocated person in charge on the FPSA second-hand uniform supply.

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 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 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 annually by the Curriculum and Pupil Welfare Committee. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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