

# Putnoe Primary School

## School Uniform Policy

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### 1. Aims

The Children's Society found that many families struggle to pay the high costs of school uniform which negatively impacts children.

The Children's Society survey showed that nearly a quarter (23%) of parents said that the cost of school uniform had meant their child had worn ill-fitting, unclean or incorrect uniform. This is highly likely to be a common problem in Bedfordshire and within the local context of our schools.

Unnecessarily high uniform costs were found to negatively influence children's experience of and access to school; this negative impact is particularly pronounced for low-income families.

The Children's Society found that one in five families from lower income families cut back on food to pay for school uniforms or borrowed money to purchase the required uniform.

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 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 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 a way that is appropriate for school and 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/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with 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 and/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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

- School sweatshirt or cardigan with school logo
- White polo shirt (Year 6 wear a light grey polo shirt)
- Black trousers, skirt or pinafore
- Black shorts or purple checked dress (optional for summer)

- Black tights or white socks to be worn with skirts, pinafores or summer dresses
- Black socks to be worn with trousers

## 4.2 PE Kit

Pupils are to arrive at school in their PE kit on their PE days. This strategy has increased activity time and dramatically reduced the frequency of lost items of uniform.

- School sweatshirt or fleece with school logo
- School purple t-shirt with logo
- Plain black tracksuit trousers, joggers or leggings
- Black shorts
- Suitable trainers with non-marking soles
- Suitable sports footwear e.g. football boots

## 4.3 Footwear

- Black shoes should be worn.
- Pupils are not permitted to wear boots
- Trainers are only to be worn on PE days
- If a pupil needs to wear wellington boots or warm boots to travel to school in comfort, they must have their normal school shoes with them to change into.
- Block heels of no more than 3cm may be worn

## 4.4 Headscarves

- Where headscarves are worn, the fabric should be lightweight and black or purple
- Headscarves should be folded under the chin, taken round to the back of the neck and the ends tucked in – this conforms to health and safety requirements

## 4.5 Jewellery

- One pair of stud earrings – no other piercings are acceptable
- Pupils are not permitted to wear any other jewellery in the school grounds, due to health and safety risks

## 4.6 Hairstyles

- Putnoe Primary School reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance
- Students are expected to have sensible hairstyles.
- Long hair must be kept in place with neat unobtrusive hair fastenings in school colours. Flowers/bows or excessive hair accessories are not to be worn
- Pupils are not permitted to have lines or patterns in their hair or eyebrows

- Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable
- Pupils with extreme hairstyles may be exempt from the rule above on cultural or religious grounds, taking into consideration each individual person's scenario.

#### 4.7 Make up

- Putnoe Primary School does not consider make-up appropriate and pupils are not permitted to wear any such products; however, there may be exceptions in extreme circumstances, at the headteacher's discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage).

#### 4.8 Labelling

- All clothing and footwear should be clearly labelled with the pupil's name.

#### 4.9 Uniform Purchasing and Affordability

Most uniform items can be purchased, using Parent Pay, directly from the school. Only a small number of items are branded with the school logo. This should help families choose the supplier for the vast majority of required uniform items.

Examples of providers are listed below:

**Tesco:** <https://www.tesco.com/zones/clothing/school-uniform>

**Argos:** <https://www.argos.co.uk/browse/clothing/school-uniforms/c:812482/>

**Asda:** <https://direct.asda.com/george/school-uniform/D10,default.sc.html>

At Putnoe Primary School, we recognize the cost of school uniform can be difficult for families. We have therefore tried to ensure we can support our families who are most in need of help.

We have a wide selection of pre-loved uniform available via the school office. Please call Mrs Walsh 01234 303400 or e-mail her [office@putnoeprimary.co.uk](mailto:office@putnoeprimary.co.uk) for further details.

Please look out for notifications about our regular pre-loved uniform sales which are run by our Parent Partnership Group.

If you have any uniform you wish to donate to the school, to support our community, please also contact Mrs Walsh Please 01234 303400 or [office@putnoeprimary.co.uk](mailto:office@putnoeprimary.co.uk)

### 5. Expectations for our school community

#### 5.1 Pupils

Most

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 head teacher 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 head teacher 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 head teacher or deputy head teacher.

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. 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
- › Health and Safety policy
- › Anti-bullying policy
- › Complaints policy