

Uniform Policy



BLACK HORSE HILL JUNIOR SCHOOL

UNIFORM POLICY

2022

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

1. 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 is affordable

2. 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
- making the wearing of items with the school logo on non-compulsory
- allowing the wearing of cheaper alternatives to school-branded items
- 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 extra-curricular activities
- 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

3. Expectations for school uniform

- Our school's uniform consists of:
 - *Grey shorts, trousers or a skirt*
 - *White cotton shirt or white polo shirt**
 - *Lilac summer dresses**
 - *(* summer term)*
 - *A purple sweatshirt or cardigan*
 - *White or grey socks*
 - *White PE shirt*
 - *Black PE shorts*
 - *Black tracksuit for PE days*
- **NO TRAINERS OR JEWELLERY ARE ALLOWED**

- No child has to wear any items branded with the school logo, but these are available at a low cost.
- Black school shoes are school uniform

4.1 Where to purchase it

- Second hand uniform is available from the school office
- Our school office stocks a limited number of branded items, until stocks run out
- ID Industrial supplies in Hoylake stocks branded school sweatshirts or cardigans
- Local supermarkets

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 Mr Hindle 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 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.

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
- considers 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 Mr Hindle. At every review, it will be approved by the full governing board.