

**Uniform Policy**

**Date: September 2023**

**Review: September 2025**

**Statement of Intent**

Etruscan Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and to provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, **“uniform”** includes the following elements of pupils’ appearance:

• Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform

• Hairstyles and headwear

• Jewellery and other accessories

• Cosmetics such as makeup and nail polish

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils’ families.

We believe pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves and are dressed in such a way that shows they belong to the school and are ready to learn.

1. **Legal framework**

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

• Human Rights Act 1998

• Education and Inspections Act 2006

• Equality Act 2010

• Education Act 2011

• The UK General Data Protection Regulation (UK GDPR)

• Data Protection Act 2018

• Education (Guidance about Costs of School Uniforms) Act 2021

• DfE (2021) ‘Cost of school uniforms’

• DfE (2021) ‘School Admissions Code’

• DfE (2021) ‘School uniforms’

• Equality and Human Rights Commission (2022) ‘Preventing hair discrimination in schools’

**2. Roles and responsibilities**

The **Local Governing Board** is responsible for:

• Establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects the school’s vision and values.

• Ensuring the school’s uniform is accessible and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.

• Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school’s uniform.

• Ensuring that the school’s uniform is accessible and affordable.

• Demonstrating how best value for money has been achieved in the uniform policy.

• Ensuring compliance with the DfE’s ‘Cost of school uniforms’ guidance.

The **Headteacher** is responsible for:

• Enforcing the school’s uniform on a day-to-day basis.

• Ensuring teachers understand this policy and what to do if a pupil is in breach of the policy.

• Listening to the opinions and wishes of the school community in regard to the school’s uniform and making appropriate recommendations to the Local Governing Board.

• Providing pupils with an exemption as appropriate.

**Staff members** are responsible for:

• Ensuring pupils dress in accordance with this policy.

• Ensuring pupils understand why having a consistent and practical school uniform is

important, e.g. school identity.

**Parents/carers** are responsible for:

• Informing the Headteacher if their child requires a more relaxed uniform policy for a period of time, including why.

• Providing their children with the correct school uniform as detailed in this policy and ensuring their child’s uniform is clean and presentable.

**Pupils** are responsible for:

• Wearing the correct uniform at all times, unless the Headteacher has granted an exemption.

• Looking after their uniform as appropriate.

• Understanding and respecting why a school uniform is important to the school, e.g. school

identity and sense of community.

**3. Cost principles**

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents/carers.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

• Economically disadvantaged parents/carers.

• Parents/carers with multiple children who are, or will be in the future, pupils at the school.

• Parents/carers of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.

• Parents/carers of pupils with protected characteristics that may impact their ability to access the uniform due to costs.

• Looked After Children and Previously Looked After Children.

The school evaluates the cost of its uniform based on the overall collection of uniform items that parents/carers would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this includes consideration of the fact that parents/carers will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school does not have variations in school uniform for different groups of pupils to ensure pupils can get the most wear out of their uniform possible and that parents/carers can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item’s logo, colour, design, fabric or other unique element.

Where the school requires an item of branded clothing, it assesses how prices can be kept as low as possible and puts measures in place to facilitate this and by making donated second-hand uniform available.

The school is committed to meeting the DfE’s recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils and that the best value for money is secured through a reputable supplier. Any savings negotiated are passed to parents/carers where possible.

The school will not amend uniform requirements regularly and will take the views of parents/carers and pupils into account when considering any changes to school uniforms.

**4. Equality principles**

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic

status.

The school will ensure that parents/carers and pupils are consulted over any changes to school uniform and that views and advice is sought specifically from pupils, and parents/carers of pupils, who:

• Are transgender, including non-binary pupils.

• Have SEND and/or sensory needs.

• Are of a religious or cultural background that has dress requirements.

Parents’/carers’ concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Headteacher and Local Governing Board and in accordance with the Complaints Procedure.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

**Gender**

To avoid disproportionately impacting pupils of a certain gender, the school ensures the cost of uniform is equal in price across items for all genders.

This includes:

• Adhering to the procedures laid out in the ‘Cost principles’ section of this policy.

• Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.

• Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school implements a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender and may wear any of the uniform items listed in the ‘School uniform’ section of this policy regardless of the legal sex recorded on the school’s records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

**Religion and belief**

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school ensures there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school’s uniform policy.

The school endeavours to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

**Race**

To avoid disproportionately impacting pupils of a certain race, the school ensures its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

• Not banning hairstyles related to a pupil’s ethnic origin.

• Not banning hairstyles worn because of cultural, family and social customs.

• Not banning head coverings related to a pupil’s culture or ethnic origin.

The school follows the good practice guidance provided by the Equality and Human Rights Commission on ‘Preventing hair discrimination in schools’.

**SEND and medical conditions**

To avoid disproportionately impacting pupils with SEND or medical conditions, the school ensures its uniform policy takes into account the needs of these pupils. This includes:

• Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard

seams.

• Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress. Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

**5. Complaints and challenges**

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the Complaints Procedure. To make a complaint, parents should refer to the Complaints Procedure and follow the procedures outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

**6. School uniform supplier**

Sweatshirts, cardigans or fleeces with the school logo on can be ordered/ purchased from the school office and are provided by Smart Uniform. Other items of uniform can be purchased from any supermarket.

A written contract is in place with the supplier for branded items.

The school will retender the uniform contract every five years, whether changes to the uniform are made or not. The School Business Manager will work to ensure that the items are procured as cheaply as possible without compromising on the quality.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples. Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

**The school has donated items of uniform which it can give to families suffering hardship.**

**7. Non-compliance**

Where a child is not wearing the correct uniform, parents/carers will be notified and asked to rectify the situation.

**8. School uniform**

**School colours**

Our school colours are as follows:

• **Royal blue**

**Clothing**

The school uniform is as follows:

|  |  |
| --- | --- |
| **Uniform for lessons** | White shirt or polo shirt  Black or grey trousers, skirt or dress  Black, grey or navy blue shalwaar kameez  Blue check dress if desired in warmer weather  Smart knee length grey or black shorts in warmer weather  Where pupils wear it, a hijab/head covering in black, grey or white  Sensible black school shoes  White, grey or black socks or tights  School logo jumper/cardigan or a royal or navy blue jumper or cardigan |
| **PE lessons** | Plain black jogging bottoms, shorts or leggings  Trainers or pumps  Plain white t shirt |

Trainers are not considered suitable footwear except for PE lessons. Heeled shoes and boots are not permitted; ankle boots are permitted.

Parents/carers are responsible for ensuring their child wears their PE kit to school when needed.

**Jewellery**

Permitted jewellery that may be worn is:

• One pair of stud earrings – no other piercings are permitted.

• A sensible wristwatch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed for PE lessons.

**School bag**

Pupils must use an appropriately sized waterproof bag to carry their books and equipment.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

**Hairstyles**

The school reserves the right to make a judgement on where pupils’ hairstyles or hair colours are inappropriate for the school environment; however, we will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil’s scenario will be taken into account where any judgements on appropriateness are to be made, and parents/carers have the freedom to complain via the Complaints Procedure.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

• Brightly-coloured, dyed hair

• Excessive hair accessories

**Makeup**

Make up is not permitted.

**9. Adverse weather**

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

• Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.

• Knee length skirts, shorts or trousers.

Pupils are advised not to wear any jumpers/cardigans during a heatwave. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

• Scarfs, gloves, coats and hats when pupils are outside.

• Warm jumpers that conform to the school’s uniform policy.

• Trousers, or tights with skirts.

**10. Labelling**

All pupils’ clothing and footwear must be clearly labelled with their name.

Any lost clothing is be taken to the lost property box situated by the doors in Key Stage 2 leading to the playground. All lost property is retained for half a termand is recycled if it is not collected within this time.

**11. Monitoring and review**

This policy is reviewed every two years by the chair of governors and the Headteacher.