PDET

School Uniform Policy

The Glenvale
CHURCH OF ENGLAND
PRIMARY SCHOOL

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1. Introduction

School uniform, as stated in the Department for Education's statutory guidance: *Cost of School Uniforms*, should:

'*help to build a sense of identity and community among children and with their school. To do this, it must be affordable. Affordability should never be a barrier to the schools for which parents apply or the activities in which children can participate*'.

A uniform, can play a key role in promoting the ethos of a school; providing a sense of belonging and identity; and setting an appropriate tone for education.

By creating a common identity among all children, regardless of background, a uniform can act as a social leveller. It can also act to reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

However, if the uniform is too expensive, it can place an unreasonable burden on families. If a distinction can be made between those who can afford it and those who cannot, this can reduce its benefits. This has the potential to negatively impact attendance, access and participation and has the potential to lead to bullying.

Parents / carers should not have to think about the cost of a school uniform when choosing which school(s) to apply for. No uniform should be so expensive as to leave children or their families feeling unable to apply to, or attend, a school of their preference. Nor should the cost of uniform be a barrier to children participating in sport and other school activities. Therefore, it is important to ensure their uniforms are affordable.

2. Aims

This policy aims to:

- Set out Peterborough Diocese Education Trust's (PDET / the Trust) approach for its schools (school / s) in relation to requiring a uniform that is of reasonable cost and offers the best value for money for all parents and carers
- Explain how the Trust will avoid discrimination in line with its legal duties under the Equality Act 2010
- Clarify the Trust's expectations for school uniform.

3. 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, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment. Schools should be mindful of their duties under the Equality Act and the Trust's Equality Statement.

4. Limiting the Cost of School Uniform

Schools have a duty to make sure that the uniform required is affordable, in line with statutory *guidance* from the Department for Education (DfE) on the cost of school uniforms.

The Trust understands that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents / carers' ability to shop around for the best price.

Therefore, each school will make sure their uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers.

They will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and / or long-lasting items
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes / trainers that children could also wear on non-school days
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective children, and publishing this information on the school's website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents / carers of any changes
- Consulting with parents / carers and children on any proposed significant changes to the school uniform policy
- Continuing to review the school specific part of this policy, to ensure the cost of uniform is reasonable and provides the best value for money.

5. Expectations for School Uniform

Details of an individual school's expectations for school uniform are set out in the *Appendix.*

6. Expectations for the School Community

6.1 Children

Children 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).

6.2 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.

Any concerns or complaints parents / carers may have relating to the school uniform should be raised in a timely and reasonable manner in accordance with the school's complaints policy.

6.3 Staff

Staff will closely monitor children to make sure they are in correct uniform. They will give any children 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 the uniform policy will be dealt with by the headteacher.

In cases where it is suspected that financial hardship has resulted in a child not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation and the child will not miss classroom teaching because of a sanction. This is in line with the statutory *guidance*.

7. Monitoring Arrangements

This policy will be reviewed every three years by the Trust's Central Executive Team.

8. Links to Other Policies

This policy is linked to our:

- Behaviour policy (which includes Anti-bullying policy)
- Equality information and objectives statement
- Complaints policy

APPENDIX - School Specific Details: Expectations for School Uniform

1. Limiting the Cost of School Uniform

- Following the statutory limits for compulsory branded items of uniform and PE kit (maximum of 3 or fewer), the school's uniform consists only of the following branded items:
  - A book bag
  - PE t-shirt
  - Blazer (Years 5 & 6 only)

2. Details of Our School Uniform

The Glenvale CE Primary School **Compulsory Uniform**
• Blazer with logo (Year 5 & 6) only • Bottle green cardigan/jumper
• Plain white shirt (short or long sleeve) with collar • School tie (Years 1-6)
• Black trousers, skirt, shorts, pinafore dress
• Plain black/bottle green socks or tights
• Plain black school shoes
Summer Options (Summer Term after Easter until October Half Term)
• Gingham dress (Green & white) **OR** • Plain black school shorts
Compulsory PE Kit
• Green sports top • Black shorts (Above the knee, no cycling shorts or hot pant style shorts) • Plain black plimsolls or trainers • Plain black jumper/jogging bottoms. (No hooded/zipped top or leggings.) • Black socks

Footwear

We do not permit children to wear trainers to school (unless on PE days) as this is not in keeping with the smart appearance of a school uniform that we strive for. For health and safety reasons, we do not allow pupils to wear shoes with platform soles, Heelys, wedges or high heels. All pupils are required to wear flat, plain black shoes without logos. These should be closed in with no toes visible. If boots are worn these should also be flat and plain black. Sandals and flip-flops are not permitted.

On PE days, children are permitted to wear trainers with their PE uniform. These trainers should be sensible sports trainers that are suitable for exercising in and not lifestyle/fashion trainers. Where possible, these trainers should have discrete branding and be black in colour.

Swimming

A one-piece swimming costume or swimming trunks or swimming shorts must be worn for swimming lessons. Longer shorts are not permitted. Long hair must be tied back and all pupils should wear a swimming hat.

Adaptions for Weather

We will take a sensible and considered approach during extreme weather to ensure pupil safety and comfort. For example, parents might be notified that pupils can wear PE kit or loose, light clothing during a heatwave. Parents would be notified through the usual school communication channel (Arbor). In the cold weather, particularly in the winter months, children are expected to wear coats and are permitted to wear warm winter accessories such as hat/earmuffs, scarf and gloves. Please ensure that all items are clearly named.

Book bags

Children should not bring in ruck sacks/back packs as there is not a storage facility for these in school. Instead, children should bring in a book bag with the school logo. Their lunch box is stored in a lunch cupboard.

Personal Belongings

All items of clothing and equipment should be marked clearly with your child's name. Any missing items will be delivered to either the office or the most appropriate key stage. Any lost property will be held at school for a short time only and then will be donated to our pre-loved uniform, ran by the PTA.

Jewellery

The only jewelry allowed to be worn in school is a wrist watch and one stud earring in each ear. If children are unable to remove their own earrings, please ensure they do not wear them on days when they will be having PE. If your child is having their ears pierced, please arrange for this to happen at the beginning of the summer holidays. It is not acceptable for children to be missing PE, which is a compulsory part of the curriculum, because they are unable to remove their earrings.

Watches

Simple watches are allowed. However, smart watches that connect to the internet or can take photos or films, receive or send messages or connect to smart phones must not be worn at any time for safeguarding reasons. The schools will not be responsible for any loss or damage to jewellery or watches.

Hair

We would ask that hair is checked on a regular basis and treated as necessary as head lice can be a problem at school. We would ask that long hair is tied back and that a simple headband is worn (Ones with ears, unicorn horns, headbands that are worn across the forehead or bandanas are not allowed.) We ask that patterns or logos are not cut into the hair, and that extensions or colour are not applied to the hair. Headscarves should be plain black or match the schools uniform. (Bottle green)

Expectations for Our School Community

The Role of Pupils

Pupils are expected to always wear the correct uniform (other than specified non-school uniform days) while:

- On the school premises
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)
- We expect that our pupils will take pride in their uniform and ensure that they always look smart.

The Role of Parents/Carers

We ask that parents work with the school to support our approach to uniform. As such, parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- In good condition
- Clearly labelled with the child's name

Children who arrive at school wearing non-school uniform or PE clothing will be loaned an appropriate item from school where possible. Parents will be contacted to discuss the matter and may be requested to return to school with correct clothing.

At The Glenvale we welcome children from all backgrounds and faith communities. If there are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from our school uniform, the school will consider such requests sympathetically. If any parent would like to request a modification to the uniform policy, they should contact the Headteacher. This may then need to be brought forward for discussion. The school will work closely with parents to arrive at a mutually acceptable outcome.

The Role of Staff

Staff will take a positive approach to encourage pupils to wear the appropriate school uniform. They will promote the importance of school uniforms and help pupils feel a sense of pride in their uniform, praising children for wearing it correctly.

Staff will monitor pupils to ensure that they are in the correct uniform and seek to work positively with parents where any issues arise. If children come to school without the correct uniform, staff will ask if the child has the correct item with them. Children will be asked to wear the correct uniform the following day. If necessary, a member of staff will engage with parents to help support the child in remembering the correct item.

If concerns around missing or incorrect uniform becomes a persistent issue, then a member of the Senior Leadership Team will contact the child's parents to discuss. If any concerns are raised surrounding a pupil's appearance or uniform staff should follow the procedures for reporting their concerns as set out in the school's Child Protection Policy. In cases where it is suspected that financial reasons have resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

3. Where to Purchase or Acquire It

Where to buy logo items
Logo items are available to order via KS School Wear shop in Kettering or online using the following link:
KS Schoolwear

Second-Hand Uniform
We provide the opportunity for parents/carers to purchase second-hand uniform. All proceeds from the sales will go to the PTA, which goes towards supporting pupils at the school. Second-hand uniform items can be purchased online via the following link:
Second-Hand uniform PTA

Any items that are purchased through the PTA will be left in the office for collection.

We welcome donations of second-hand uniform. If you would like to donate any uniform, please drop any items to the school office.