

Eastlea Primary School

School Uniform Policy



Approved by:	Mrs D Oliver (Chair of Governors) on behalf of the Governing Body	Date: August 2022
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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
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Miss E Beeston (Head Teacher) who can answer questions about the policy and respond to any requests

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 for example, by not insisting that uniform items have to include the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as book bags, sweatshirts/cardigans and tracksuits
- Sourcing the cheapest and best value school-branded items from local suppliers as long as this doesn't compromise quality and durability
- 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 groups/key stages
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating labels for pupils to wear with rocket group colours on sports day
- Making sure that arrangements are in place for parents to acquire second-hand uniform items, for example providing contact details for the Hope Centre in Cramlington
- 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

Uniform list:

- Sweatshirt/cardigan in navy blue (these are available for sale from school with the Eastlea logo as an option) *[N.B. school hoodies are not to be worn other than on PE days]*
- White shirt or polo shirt
- Grey/black trousers/shorts or skirt (leggings are not appropriate)
- Summer option – **blue** check/stripe dress
- Black school shoes – NOT trainers please.

PE kit:

- Dark blue/black tracksuit bottoms/and hoodie (these are available for sale from school with the Eastlea logo as an option)
- Plain white t-shirt
- Black shorts
- Trainers
- Younger children can wear black sandshoes or bare feet for indoor PE

Swimming kit: *(this is usually only required for Year 4 in the term that they complete swimming lessons)*

- Swimming trunks/shorts or one piece costume
- Goggles (optional)

Jewellery:

No jewellery can be worn in school and we have a policy of **NO EARRINGS** (plastic 'spacers' can be worn instead of earrings if required)

N.B. If parents/carers are thinking of getting a child's ears pierced they are advised that this needs to be done at the very start of the summer holidays so earrings can be removed before pupils return to school in September.

Hairstyles:

- We follow our legal duties (see section 2) and ask that pupils have an appropriate hair style for school.
- Long hair needs to be tied back.

Bags/coats:

- Draw string PE bags are also available for sale from school with an Eastlea logo as an option – but in most cases children will be asked to come to school dressed in their PE kits on PE days so PE bags are not then required.
- We recommend a reading folder/book bag for Early Years/KS1 and lower KS2 pupils – this means that letters, reading books etc can be brought to and from school safely each day (these are available for sale from school with the Eastlea logo as an option)
- A school bag is useful, especially in KS2 or to bring additional items into school. These should be small enough to be stored in the cloakroom areas safely.

4.2 Where to purchase it

Eastlea school uniform can be obtained in 3 ways:

- Via supermarkets/high street retailers
- Via school who will liaise with and order items from local suppliers to source the most cost effective optional uniform items with a school logo (sweatshirts/cardigans, tracksuits and book bags)
- Via local second-hand uniform providers, e.g. the Hope Centre who provide pre-loved uniform free for those families who require it

N.B. any unwanted/outgrown uniform can also be handed in to school where a small stock is retained on site for those who may need it – with other items donated to the Hope Centre for wider distribution.

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 visits that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact their class teacher who will liaise with Miss E Beeston (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/carers are also expected to contact Miss E Beeston (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/carers 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/carers 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 Miss E Beeston (Head Teacher) in discussion with parents/carers.

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 body 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 Governors 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 every two years by the Head Teacher. At every review, it will be approved by the Chair of Governors on behalf of the Governing Body.

7. Links to other policies

This policy is linked to our:

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