

St Gabriel's C of E Primary School



Uniform POLICY Summer 2022

Approved by:	TBC	Date: TBC
Last reviewed on:	TBC	
Next review due by:	TBC	

Contents

1. Aims.....	2
2. Our school's legal duties under the Equality Act 2010.....	2
3. Limiting the cost of school uniform.....	2
4. Expectations for school uniform.....	3
5. Expectations for our school community	4
6. Monitoring arrangements.....	5
7. Links to other policies	5

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, cover legs and wear 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 a member of the office staff or the Headteacher, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

St Gabriel's represents a diverse religious, ethnic and socio-economic community. We want to ensure that our uniform is affordable for all and is distinct from other local schools.

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 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, shorts, leggings, jogging bottoms
- 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/class/house groups
- Apart from a PE kit, avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels, or having a school kit worn by all
- 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

- Branded items that are required: yellow St Gabriel's polo t-shirt,
- Branded items that are encouraged: Black St Gabriel's fleece, St Gabriel's black and yellow tie, St Gabriel's Black blazer, St Gabriel's yellow summer baseball hat and winter woolly hat
- Generic items of uniform which are not branded: plain black jogging bottoms and plain black leggings, plain black sports shorts, grey tights, black shoes or black trainers, grey skirt, grey trousers or grey shorts, white shirt or white polo shirt, grey jumper or grey cardigan, light blue summer dress
- Expectations for PE kit:
 - Plain black shorts, plain black leggings or black joggy/tracksuit bottoms – no logos
 - Yellow St Gabriel's polo shirt
 - Black St Gabriel's fleece
 - Trainers (if trainers are temporally being worn instead of school shoes, these should be black)
- Expectations for swimming kit
 - We do not have a school swimming kit – costumes or swimming trunks/shorts can be any colour and any length
 - Swim hats: any colour
- Expectations for jewelry and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)

Jewelry:

- Jewelry of a religious nature is allowed, but must be tucked under clothing where possible, to avoid being caught

- Only studded earrings are allowed, if this means that pierced ears may heal without the earrings being worn – hoops or dangly earrings are not allowed
- Watches are permitted to be worn, but smart watches are not permitted
- All other jewelry is not permitted

Hairstyles:

- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Pupils may style their hair in a way that is appropriate for school, makes them feel comfortable and enables them to express their identity if they so choose

➤ Expectations for shoes, bags and coats

- **SHOES:** should be black and can be lace up, slip on or Velcro fastener. Toeless summer sandals are not permitted due to health and safety. We understand that some families may find it difficult to purchase both school shoes and trainers – if this is the case, black trainers can be worn to double up for PE and for day to day wear.
- **BAGS:** we encourage EYFS and KS1 children to use the St Gabriel's book bags, and KS2 children to use the St Gabriel's rucksack.
- **COATS:** we encourage children to wear dark coats if possible (not bright colours and not denim)

➤ **SEASONAL ITEMS:** children may opt to wear blue summer dress or grey shorts in warmer weather and a yellow sun hat. In colder weather children may wear a black St Gabriel's fleece and black St Gabriel's beanie hat.

4.2 Where to purchase it

- Items and clothing with a St Gabriel's logo can be purchased at the school office.
- All other items of uniform can be purchased in high street stores
- School will arrange sales of second hand uniforms when there are sufficient donations or stock

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)
- Children may wear their PE kit on PE days and their uniform on all other days

Pupils are also expected to contact the headteacher 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 headteacher 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 Headteacher.

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 every 2 years by the Headteacher. At every review, it will be approved by staffing and community committee.

7. Links to other policies

This policy is linked to our:

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

St. Gabriel's Primary School Uniform List

Winter Uniform

WHITE blouse/shirt,

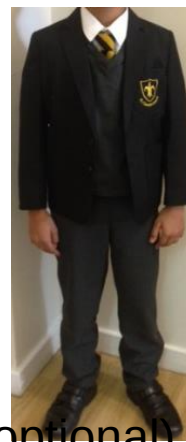
GREY knitted jumper/cardigan,

GREY trousers/skirt/tunic dress,

WHITE or **GREY** socks/tights,

BLACK sensible *shoes*,

(St. Gabriel's Tie is encouraged and Blazer is optional).



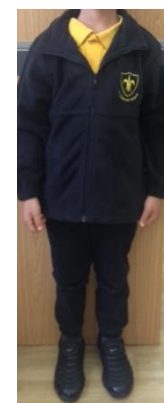
PE Uniform

St. Gabriel's **YELLOW** polo shirt,

St. Gabriel's fleece jacket,

PLAIN BLACK jogging bottoms, leggings or shorts,

BLACK trainers or plimsoles.



Summer Uniform

LIGHT BLUE gingham dress,

WHITE or **GREY** socks,

BLACK sensible *shoes*.



GREY school shorts/skirt

WHITE or **GREY** socks,
WHITE shirt (tie encouraged),

BLACK sensible *shoes*.