

# **Eskdale Junior School**



## **School Uniform Policy**

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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 Mr R Scruton (Head teacher), who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

Adapt this section, taking into account factors such as:

- › Promoting the ethos and values of school
- › Providing a sense of belonging and identity (an *Eskdaler*)
- › The socio-economic status of our school community
- › Pupil demographics

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 only asking that the red sweatshirt or cardigan, House t-shirt and reading wallet/cross body bag/black satchel features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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
- 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
- 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 Year 22/23

- ✓ Red sweatshirt or cardigan **which must have the school logo.**
- ✓ White polo shirt
- ✓ Grey or black trousers-long or short (long trousers typically suitable for winter months, short for summer months)
- ✓ Grey or black skirt
- ✓ Red and white print dresses (typically worn in the summer)
- ✓ Smart black or brown shoes with flat heels

#### P.E kit

- ✓ House coloured t-shirt **which must have the school logo**
- ✓ Black shorts or tracksuit (shorts typically for summer months, tracksuit bottoms for winter months)
- ✓ Trainers

#### Other

- ✓ Earrings must be studs
- ✓ Watches are acceptable
- ✓ Reading wallet or cross body bag-**which must have the school logo**

### Not acceptable school uniform

X jeans

X joggers, leggings or tracksuits as part of everyday uniform

X jewellery

X make-up & nail varnish

X SMART watches with photograph, internet, phone or text options active are not allowed

X oversized rucksacks-school does not have the space in cloakrooms to accommodate these

## 4.2 Where to purchase it

Most of our school uniform such as polo shirts or trousers can be purchased from retailers such as Tesco. Our school sweatshirt, white polo shirts and House t-shirts with the school logo are available at the following retailers:

T.G.R Embroidery 145 Attenborough Lane Attenborough NG9 6AA Tel: 07952 192899 <a href="http://www.tgr-embroidery.co.uk/">www.tgr-embroidery.co.uk/</a>	Morleys 118 Bramcote Avenue Chilwell Nottingham NG9 4DR Tel: 0115 9258046
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### Second hand uniform

At Eskdale we keep a small amount of uniform in school and at different times during the school year, we will have second hand uniform sales where items of uniform are sold less than the retail price. We always appreciate it if parents can donate any good quality uniform that can be used to contribute to these sales.

## 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)

### 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
- The cost of the uniform

Parents/carers are expected to contact Mr R Scruton (Head teacher) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Mr R Scruton (Head teacher)

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 annually by Mr R Scruton alongside the P&P governors committee. At every review, it will be approved by the school's full governing body. On going 'spot' monitoring of standards of uniform will occur over the school year by the school's senior leaders.

## **7. Links to other policies**

This policy is linked to our:

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

R Scruton

HT

2023/24