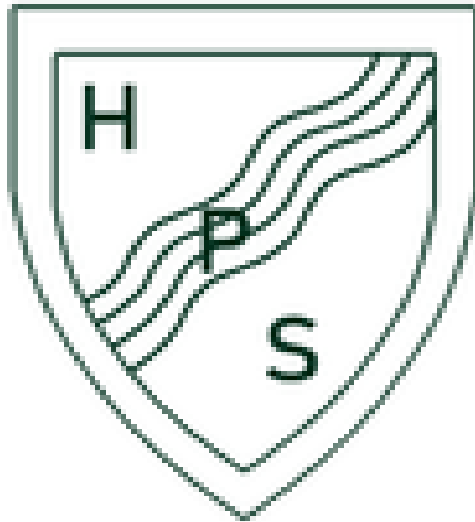


# Halling Primary School



## School Uniform Policy

<b>Policy Reviewed By:</b> Headteacher
<b>Policy Review Date:</b> June 2022
<b>Next Review:</b> June 2024
<b>Approved By:</b> Executive Headteacher
<b>Date:</b> July 2022 (Following Consultation)

## **Statement of Intent**

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

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 that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

# 1. Legal Framework

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

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

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

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour for Learning Policy

# 2. Roles and Responsibilities

The 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 that 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.
- Processing and approving all eligible School Uniform Assistance requests.

The Headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that 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 Governing Board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

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 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 Headteacher will ensure that the school's uniform policy does not discourage parents/carers from applying for a place for their child.

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.
- LAC and PLAC.

The school will evaluate 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 will include 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 keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform as 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, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

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 reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents/carers where possible and does not enter into exclusive single supplier contracts or cash-back arrangements.

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 discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that the cost of school uniform cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

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.

The school implements a gender-neutral uniform, meaning that pupils are not 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.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to

allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Headteacher and Governing Board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, 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 school's Complaints Procedures Policy.

To make a complaint, parents/carers should refer to the Complaints Procedures Policy and follow the stipulations outlined.


When a complaint is received, the school works with parents/carers 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. Uniform Assistance**

The school supports vulnerable families in meeting the costs of uniforms. School uniform assistance can be provided with the budget from pupil premium funds.

To claim school uniform assistance, parents/carers should be eligible for benefits-related free school meals. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

The school PTA holds good quality second-hand school uniforms for parents/carers to access. Access to these uniforms is available upon request through: [Uniformly – Buy, Sell and Give Away outgrown school uniform to other parents at your school](#)  Parents/carers are invited to sell/donate uniform they no longer need by following the instructions and uploading it to the site.

## **7. Non-Compliance**


If a pupil is not wearing the expected school uniform, parents/carers will be contacted for a discussion in the first instance. The purpose of this discussion will be to understand the

reasons why the correct uniform is not being worn and to see if school can offer support, if needed.

Parents/carers will be notified in all classes.

## Clothing

We are proud of our school uniform and all children are expected to wear it. We have learned that the wearing of uniform gives a sense of belonging and pride in our school. Items with **optional logos** are available from: <https://www.schooltrends.co.uk>

Our second hand option is run by our PTA and available through searching Halling at Uniformerly: [Uniformerly – Buy, Sell and Give Away outgrown school uniform to other parents at your school](#)  Halling's school uniform is as follows:

Item	Optional or Required	How to Acquire
<b>EYFS (Year R) and KS1 (Year 1 and Year 2) Uniform:</b>		
Green school sweatshirt, jumper or school cardigan with optional school logo	Required	<ul style="list-style-type: none"> <li>• Branded sweatshirt, jumper and cardigan available from school supplier (School Trends)</li> <li>• Second hand via PTA (Uniformerly)</li> <li>• Can also be bought from all regular retailers</li> </ul>
White polo shirt with optional school logo (EYFS and KS1)	Required	<ul style="list-style-type: none"> <li>• Branded polo shirt available from school supplier (School Trends)</li> <li>• Second hand via PTA (Uniformerly)</li> <li>• Can also be bought from all regular retailers</li> </ul>
Grey school trousers school shorts, school skirt or pinafore dress	Required	<ul style="list-style-type: none"> <li>• Available from school supplier (School Trends)</li> <li>• Second hand via PTA (Uniformerly)</li> <li>• Can also be bought from all regular retailers</li> </ul>
Green and white check gingham dress (Summer)	Optional	<ul style="list-style-type: none"> <li>• Available from school supplier (School Trends)</li> <li>• Second hand via PTA (Uniformerly)</li> <li>• Can also be bought from all regular retailers</li> </ul>
Plain socks (grey/black/white) or plain tights (grey)	Required	<ul style="list-style-type: none"> <li>• Second hand via PTA (Uniformerly)</li> <li>• Can also be bought from all regular retailers</li> </ul>
Plain black school shoes	Required	<ul style="list-style-type: none"> <li>• Second hand via PTA (Uniformerly)</li> <li>• Can also be bought from all regular retailers</li> </ul>
Green school reversible fleece/jacket with optional school logo	Optional	<ul style="list-style-type: none"> <li>• Branded fleece/jacket available from school supplier (School Trends)</li> <li>• Second hand via PTA (Uniformerly)</li> <li>• Can also be bought from most regular retailers</li> </ul>
<b>KS2 Uniform (Years 3 to 6):</b>		
Green school sweatshirt, jumper or school cardigan with optional school logo	Required	<ul style="list-style-type: none"> <li>• Branded sweatshirt, jumper and cardigan available from school supplier (School Trends)</li> <li>• Second hand via PTA (Uniformerly)</li> <li>• Can also be bought from all regular retailers</li> </ul>

Plain white shirt with collar (KS2)	Required	<ul style="list-style-type: none"> <li>Available from school supplier (School Trends)</li> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from all regular retailers</li> </ul>
School Tie (KS2)	Required	<ul style="list-style-type: none"> <li>Available from the School Office</li> </ul>
Grey school trousers school shorts, school skirt or pinafore dress	Required	<ul style="list-style-type: none"> <li>Available from school supplier (School Trends)</li> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from all regular retailers</li> </ul>
Green and white check gingham dress (Summer)	Optional	<ul style="list-style-type: none"> <li>Available from school supplier (School Trends)</li> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from all regular retailers</li> </ul>
Plain socks (grey/black/white) or plain tights (grey)	Required	<ul style="list-style-type: none"> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from all regular retailers</li> </ul>
Plain black school shoes	Required	<ul style="list-style-type: none"> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from all regular retailers</li> </ul>
Green school reversible fleece/jacket with optional school logo	Optional	<ul style="list-style-type: none"> <li>Branded fleece/jacket available from school supplier (School Trends)</li> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from most regular retailers</li> </ul>
<b>PE &amp; Sports Kit (Years R to 6):</b>		
Plain white or coloured PE crew neck/polo style t-shirt. Houses as follows: Lambarde (Red) Gundolph (Green) Harris (Yellow) Scholey (Blue)	White is Required	<ul style="list-style-type: none"> <li>Branded crew/polo neck t-shirt available from school supplier (School Trends)</li> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from most regular retailers</li> </ul>
Plain black shorts	Required	<ul style="list-style-type: none"> <li>Available from school supplier (School Trends)</li> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from all regular retailers</li> </ul>
White or black sports socks	Required	<ul style="list-style-type: none"> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from all regular retailers</li> </ul>
Plain black plimsolls/trainers	Required	<ul style="list-style-type: none"> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from all regular retailers</li> </ul>
Plain grey or black tracksuit (Outdoor PE)	Required	<ul style="list-style-type: none"> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from all regular retailers</li> </ul>
<b>Additional Items:</b>		
Book Bag with optional school logo (not necessary for KS2)	Required – gifted by PTA in Year R	<ul style="list-style-type: none"> <li>Branded book bag available from school supplier (School Trends)</li> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from most regular retailers</li> </ul>
Ruck Sack	Optional	<ul style="list-style-type: none"> <li>Branded ruck sack available from school supplier (School Trends)</li> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from most regular retailers</li> </ul>
PE Bag	Optional	<ul style="list-style-type: none"> <li>Branded PE bag available from school supplier (School Trends)</li> <li>Second hand via PTA (Uniformerly)</li> <li>Can also be bought from most regular retailers</li> </ul>



Winter Coat	Required	<ul style="list-style-type: none"> <li>• Second hand via PTA (Uniformly)</li> <li>• Can also be bought from all regular retailers</li> </ul>
Lightweight shower coat	Optional	<ul style="list-style-type: none"> <li>• Branded shower coat available from school supplier (School Trends)</li> <li>• Second hand via PTA (Uniformly)</li> </ul> <p>Can also be bought from most regular retailers</p>

## Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A sensible wrist watch – no SMART watches please!
- Jewellery for medical grounds or religious beliefs.

All jewellery must be removed (not covered) during PE lessons.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

## Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, 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 will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this is tied back, does not impede their vision, cover their face or provide a health and safety risk.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

## Make-Up

- Make-up is not permitted as are false nails, nail varnish and tattoos.

## 8. 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.

- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

Pupils are advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing can be provided.

For cold temperatures, this includes wearing:

- Scarves, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

## **9. Labelling**

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

Any unnamed lost clothing is taken to the lost property box in the Office Area and these will be retained for the remainder of the term.

This policy is reviewed every two years by the Headteacher.

The scheduled review date for this policy is June 2024.