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School Uniform Policy

Reviewed by:	**Executive Head Teacher**
Approved by:	**Curriculum Committee | Governing Board**
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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 a member of the Senior Leadership Team (SLT) 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 ensure that school uniform is affordable and represents the best value for money for families, in accordance with the Education (Guidance about Costs of School Uniforms) Act 2021 and the Department for Education statutory guidance on the cost of school uniforms. The school will continuously review its uniform requirements to minimise costs and remove unnecessary barriers to attendance. We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers
- Ensure the number of compulsory branded items complies with current statutory requirements, with no more than three compulsory branded items for primary-age pupils.

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 jumper or cardigan features the school logo
- 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 does not 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/house groups
- 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
- 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
- Publish clear information about required and optional items on the school website.
- Maintain an accessible second-hand uniform scheme throughout the year wherever possible.
- Consider affordability before introducing any new item or changing an existing item.

4. Expectations for school uniform

4.1 Our school's uniform:

- Thames Federation jumper or cardigan
- Thames Federation tie
- Thames Federation PE T-shirt

All other items should remain available from high street retailers provided they meet the school's colour and appearance requirements. See below for the full uniform list:

EYFs, KS1 & KS2 Uniform
● Navy jumper/cardigan with Thames Federation logo ● White shirt ● Thames Federation tie ● Grey skirt/pinafore ● Grey trousers ● Grey or white socks/ grey tights to be worn with a skirt ● Grey/black socks to be worn with trousers ● Black leather/faux leather shoes ● Red PE T-shirt with Thames Federation logo ● Navy PE shorts ● Navy jogging bottoms ● Black PE plimsolls/trainers ● Grey shorts (optional summer wear) ● Navy checked summer dress (optional summer wear) ● Black/navy coat ● Book bag ● PE bag ● Hijabs – white

4.2 Where to purchase it

Melcombe Primary School's branded uniform items are supplied by Sogan's School wear, 6 Greyhound Road, London W6 8NX. Parents should only be required to purchase the compulsory branded items through the supplier. All generic items, including shirts, trousers, skirts, socks, tights, shorts, shoes and coats, may be purchased from any retailer.

The school works in partnership with the PTA to operate a second-hand uniform scheme and will regularly advertise sales and donation opportunities to families.

Information regarding financial assistance, including any local authority clothing grant schemes, will be published on the school website and shared with families where appropriate.

The link for Hammersmith & Fulham is www.lbhf.gov.uk/student-benefits-and-grants .

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)

Pupils are also expected to contact their class 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 are also expected to contact the executive Head Teacher via the school office 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 Executive Head Teacher if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by members of the Senior Leadership Team and actions will be in line with the school's behaviour policy.

Where a pupil is unable to comply with the uniform policy due to financial hardship, staff will work supportively with families and consider available assistance before taking any formal action. Uniform-related issues will never be managed in a way that causes embarrassment or disadvantage to a pupil.

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 Governing Board will regularly review uniform supplier arrangements to ensure value for money, compliance with relevant legislation and fair competition. Procurement decisions will prioritise affordability, quality and accessibility for families.

5.5 Equality, Inclusion and Reasonable Adjustments

The school recognises its duties under the Equality Act 2010 and will consider requests for reasonable adjustments to the uniform policy relating to:

- Religion or belief
- Disability
- Medical needs
- Sex
- Gender reassignment
- Race and cultural background

Requests will be considered individually and sensitively, balancing the needs of the pupil with the school's responsibilities regarding safety, safeguarding and the promotion of a positive learning environment.

6. Monitoring arrangements

This policy will be reviewed annually by the Executive Head Teacher. At every review, it will be approved by delegation to the Curriculum Committee.

7. Links to other policies

This policy is linked to our:

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