



Uniform Policy

Prepared By:	Name: Head of Governance		
Approved By:	Name: DCEO	Date:	Date: September 2023
Start Date:	Date: September 23	Review Date:	Date: September 26

Contents

Introduction and Policy Aims/Purpose	3
Our School’s legal duties under the Equality Act 2010.....	3
Limiting the cost of school uniform	3
Uniform at our School.....	4
Pre-loved uniform	4
PE Kits.....	4
General Appearance	5
Religions and Beliefs	5
Engagement with parents/carers	5
Discrimination	5
Other things to think about	5
Staff.....	6
Governors.....	6
Associated Policies.....	6



Introduction and Policy Aims/Purpose

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 in line with statutory [guidance](#) from the Department for Education on the cost of school uniform and further linked guidance on [expectations](#).

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, disability, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their gender
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow pupils with sensory or physical needs to make adaptations to their uniform depending on their specific needs
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Emma Millard, via the school office, who can answer questions about the policy and respond to any requests

Limiting the cost of school uniform

Parents should not have to think about the cost of a school uniform when choosing which school(s) to apply for. Therefore, schools need to ensure that their uniform is affordable.

In considering cost, schools will need to think about the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.

Schools should keep the use of branded items to a minimum.

A school's uniform policy should be published on the school's website, be available for all parents, including parents of prospective pupils, and be easily understood.

Schools should ensure that their uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).

Single supplier contracts should be avoided unless regular tendering competitions are run where more than one supplier can compete for the contract and where the best value for money is secured.

This contract should be retendered at least every 5 years.



Schools should ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms should be clear for parents of current and prospective pupils and published on the school's website.

Schools should engage with parents and pupils when they are developing their school uniform policy. At Harefield Primary School, uniform is worn throughout the school as we believe it encourages a sense of belonging and identity.

Uniform at our School

Our aim is that uniform is inclusive and low cost. It consists of the following items

- Black skirts, trousers, jogging bottoms, shorts (not hot pants) or pinafore dress
- White or red polo shirts, white blouses or shirts
- Red and white checked or striped summer dress (children may prefer to wear cycling shorts under dresses or skirts so they feel comfortable taking part in all activities)
- Red school cardigan, jumper or fleece
- Black shoes or black trainers (no sandals or boots)
- Articles of clothing that are to be worn as part of a religious faith are permitted.
- No jewellery apart from stud earrings and watch (not watches with a camera or able to make accept calls/texts) is permitted.
- No make-up of any kind is permitted.
- No dyed hair or extreme haircuts are permitted

Parents/carers can purchase our uniform online: <https://myclothing.com> or from the supermarket. There is no requirement to buy any logoed products. Uniforms for pupils with specific needs, including autism, are now stocked in most supermarkets.

During the winter months all children should wear a coat so they are prepared for outdoor/ all weathers play.

Pre-loved uniform

We ask all parents to donate any uniform that is still in good condition but is no longer used. Sales of second hand uniform are held throughout the year and are advertised in newsletters. If at any point you require preloved uniform, please speak to a member of the office team.

PE Kits

All children are required to have a PE uniform which consists of:

- Plain white, black or red t-shirt
- Black shorts, leggings or a red/black leotard
- Plimsolls/trainers
- Tracksuit/fleece or suitable outdoor clothing for PE outside. This should not feature any large slogans or logos.

All PE kit should be clearly labelled and not include expensive branded items. It should be sent to school in a clearly labelled PE bag. The school accepts no responsibility for PE kit that is lost.



All children should bring a clean PE kit to school each Monday and this should remain on their peg till Friday when it can be taken home for washing. This means that children will have a PE kit available to use for both indoor and outdoor PE.

General Appearance

Pupils should wear clean uniform and have long hair tied back or braided. Shoes should be all black including the soles and in good condition so that pupils are safe and comfortable. Children should not wear jewellery to school; the only exception is small, plain stud earrings which children will need to be able to remove for P.E.

Religions and Beliefs

Some religions and beliefs require their adherents to conform to a particular dress code or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head. Pupils have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner. If our school has good reason for restricting an individual's freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may be justified.

The school will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. It should be possible for most religious requirements to be met within a school uniform policy and the local governing board will act reasonably through consultation and dialogue in accommodating these.

Engagement with parents/carers

The school will engage with parents and pupils when developing their uniform policy to ensure that it is suitable for their school community, recognising that the school community may change over time. 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 dealt with in accordance with the school's complaints policy. The school will work closely with parents to arrive at a mutually acceptable outcome.

Discrimination

Even when a policy has been agreed, school staff will be able to allow for some individual variations to their uniform policy, where necessary to avoid indirect discrimination. For instance, reasonable adjustments will be made, as appropriate, for pupils with a disability. We aim to make our school uniform as inclusive as possible so if parents have any requests or concerns then please contact the school.

Other things to think about

We would advise that all children come prepared for outdoor/ all weathers play. During the colder and wet weather we encourage parents to bring in wellies on a Monday to be left at school all week so they are available for children for walking on the school field or in the woods. Children should also wear coats during cold weather.



During hot weather children will need sun cream (please remember to apply sunscreen in the morning before school) and hats to protect themselves and should bring a bottle of water, every day.

Please ensure all items of clothing are labelled with your child's name to avoid them being lost. Lost property is located outside of the school hall.

A uniform is designed to give children a sense of belonging but also a way to protect their 'good' clothes they wear at home.

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 via the school's behaviour policy. Parents will be informed and this may result in internal suspensions.

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.

Governors

The governing body will review this policy to ensure it is appropriate for the school context, is implemented fairly across the school and is appropriate, practical and safe for all pupils.

Associated Policies

This policy links to:

Complaints policy

Behaviour policy

Equality information and objectives

