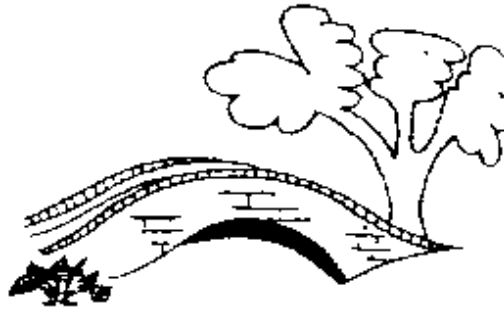


Whixall C.E. Primary School and Nursery



Part of Fields Multi Academy Trust

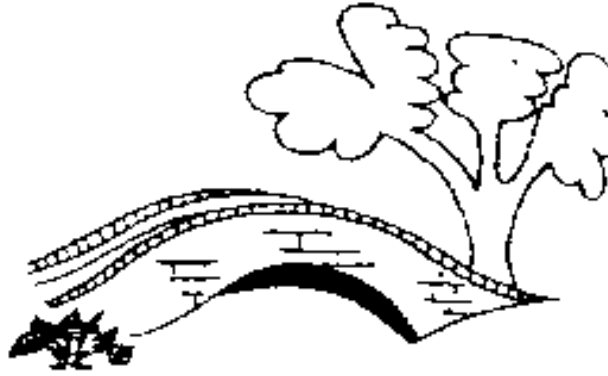
School Uniform Policy

Policy written: September 2023

Agreed by Governors: October 2023

To be reviewed: September 2025

“Whixall CE Primary School and Nursery is committed to safeguarding and promoting the welfare of children and adults at all times and expects everybody working with us to share this commitment.”



Through our distinctive Christian ethos, we develop a loving and supportive atmosphere that nurtures the uniqueness and talents of all.

Through our inspiring curriculum, we aim that all children achieve their true potential, embrace challenge and become resilient individuals who are empowered to embrace the fullness of life.

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Statement of intent

Whixall CE 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 children, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “**uniform**” includes the following elements of children’s appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

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 children, is affordable, and provides the best value for money for both the school and children’s families.

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

1. Legal framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) ‘Cost of school uniforms’
- DfE (2021) ‘School Admissions Code’
- DfE (2021) ‘School uniforms’
- Equality and Human Rights Commission (2022) ‘Preventing hair discrimination in schools’

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy

2. Roles and responsibilities

The local governing body 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, inclusive, and does not disadvantage any child because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, children and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a child 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 local governing body.
- Providing children with an exemption letter as appropriate, e.g. for a child who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that children dress in accordance with this policy at all times.
- Ensuring that children 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 an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Children 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

As a school, we will ensure that its school uniform is affordable and accessible to all children, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

We will assess the overall cost implications of our uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, we will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, children at our school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of children with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

We will evaluate the cost of our uniform based on the overall collection of uniform items that parents would need to purchase for a child, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents 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.

Our school does not have variations in school uniform for different groups of children to ensure that children can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

We keep branded uniform items to a minimum – and there is an option that families do not need to have branded items at all. We define a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element.

We make donated items of uniform available to our families for a donation of their choice.

When children start school in reception, we purchase a school jumper and PE T-shirt for each child.

We meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that our school uniform is affordable for all current and prospective children, and that the best value for money is secured through reputable suppliers.

We do not make frequent changes to uniform requirements and will take the views of parents/carers and children into account when considering any changes.

4. Equality principles

We take our legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all children can access a school uniform which is comfortable, suitable for need and reflects who the children are, whilst avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

We ensure that parents/carers and children are consulted over any changes to school uniform, and that, where appropriate and with children's' consent, views and advice are sought specifically from children, and parents of children, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parent/carers' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and local governing body, and always in accordance with the Trust's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against children with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting children of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring children of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring children of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding children of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

Our school implements a gender-neutral uniform, meaning that children will not be 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 children are supported to access the uniform that best reflects their gender expression.

Religion and belief

To avoid disproportionately impacting children of a certain religion, belief or culture, the school will ensure that there is flexibility to allow children to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

We will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual children will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting children of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a child's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a child's culture or ethnic origin, e.g. African heritage head wraps.

We follow the good practice guidance provided by the Equality and Human Rights Commission on ['Preventing hair discrimination in schools'](#).

SEND and medical conditions

To avoid disproportionately impacting children with SEND or medical conditions, we ensure our uniform policy takes into account the needs of these children. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for children whose medical conditions may impact how they dress, e.g. children with casts who require loose-fitting clothing or children with hair loss-related conditions who wish to wear head coverings.

Where the needs of these children cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Complaints and challenges

We will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

We refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, we will work with the complainant to arrive at a mutually acceptable outcome.

6. School uniform supplier

Our current school uniform supplier is:

- **School Shop Direct**
- **Unit 17-18 Sundorne Trade Park, Featherbed Lane, Shrewsbury, SY1 4NS**
- **Tel: 01743 440449**

The school uniform supplier will accept school uniform assistance vouchers.

7. Uniform assistance

Our school supports disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided via a voucher worth £30 that can be spent on school clothing each academic year. The budget for the school uniform assistance scheme will be derived from pupil premium funds.

For parents/carers to claim school uniform assistance, their children should be eligible for FSM/Pupil Premium. Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the child.

Families who meet the criteria will be asked to provide receipts for uniform up to the value of £30, the headteacher will then authorise the receipts and a payment will be issued.

The school will hold second-hand school uniform in the school office for parents to access; access to these uniforms will be made available on occasions when families come into school such as parent consultations and by regular invite on the school newsletter.

Parents will be invited to donate their child's uniform when they no longer need it

8. School uniform

Clothing

The school uniform is as follows:

| Item | Optional or required | Branding | How to acquire | Cost per item from school supplier |
|--|----------------------|-------------------------------|---|------------------------------------|
| Regular school uniform | | | | |
| <u>Navy Sweatshirt or Navy Blue Cardigan (with or without a school logo)</u> | <u>Required</u> | <u>School logo (Optional)</u> | <u>Branded sweatshirt and cardigan available from school supplier or second-hand from school office. Plain navy blue sweatshirt or cardigan can be bought from regular retailers.</u> | <u>Appendix A</u> |
| <u>White polo shirt, white blouse or shirt</u> | <u>Required</u> | <u>No branding</u> | <u>Available from regular retailers</u> | |
| <u>School Grey Trousers (long or short) or Grey Skirt (knee length) or Pinafore Dress or</u> | <u>Required</u> | <u>No branding</u> | <u>Available second-hand from school office, and from regular retailers</u> | |

| | | | | |
|---|-----------------|---|---|-------------------|
| <u>blue and white dresses</u> | | | | |
| <u>Sensible, plain black shoes</u> | <u>Required</u> | <u>No branding</u> | <u>Available from regular retailers</u> | |
| <u>Plain coloured socks</u> | <u>Required</u> | <u>No branding</u> | <u>Available from regular retailers</u> | |
| PE kit | | | | |
| <u>Plain navy T-shirt or navy T-shirt with school logo.</u> | <u>Required</u> | <u>School logo (optional)</u> | <u>Branded available from school supplier. Plain colours can be bought from regular retailers.</u> | <u>Appendix A</u> |
| <u>Navy blue shorts Navy blue skort (with or without school logo) or navy/black jogging bottoms or leggings (no logos/slogans/writing on)</u> | <u>Required</u> | <u>School logo (optional)</u> | <u>Branded skorts available from school supplier. Other items can be bought from regular retailers.</u> | <u>Appendix A</u> |
| <u>Navy hoodie (with or without logo), plain navy/black sweatshirt or track suit top (no logos/slogans/writing on)</u> | <u>Required</u> | <u>School logo on hoodie (optional)</u> | <u>Branded hoodie available from school supplier. Other items available from regular retailer</u> | |
| <u>Plain coloured socks</u> | <u>Required</u> | <u>No branding</u> | <u>Available from regular retailer</u> | |
| <u>Plain black trainers</u> | <u>Required</u> | <u>No branding</u> | <u>Available from regular retailer</u> | |
| Accessories | | | | |
| <u>School book bag</u> | <u>Optional</u> | <u>School logo</u> | <u>Provided by school</u> | |

We do not consider trainers, sandals or high heels suitable school shoes.

Families are responsible for ensuring their child wears their PE kit to school when needed.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A sensible wrist watch may be worn.

Children will be advised that jewellery is their personal responsibility and not that of school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons.

Bags

School bags featuring inappropriate images, slogans or phrases will not be permitted.

We discourage children from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

The school reserves the right to make a judgement on whether a child's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any child by virtue of their protected characteristics. Each individual child'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.

Children with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up at all times.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly-coloured dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- False nails and nail extensions are not permitted
- Nail varnish and make up may not be worn
- Temporary tattoos are not permitted

9. Adverse weather

All children will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area.
- Cap or hat (bucket style preferably)
- Sunglasses with UV protection when outside.

Children will be advised not to wear any jumpers during heatwaves. If outside during break times, children not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers.
- Trousers, or skirts and thick tights.

10. Labelling and lost property

Families will be advised to ensure that all children's clothing and footwear is clearly labelled with their name.

Any lost clothing will be taken to the lost property box in the school office. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

11. Monitoring and review

This policy will be reviewed annually by the chair of governors and the headteacher. The next scheduled review date for this policy is September 2025.

Any changes to this policy will be communicated to all staff, children, parents and other relevant stakeholders.

Appendix A

Whixall CE Primary Price List September 2024 (School Shop Direct)

| ITEM | SIZE (in years) | £ |
|------------------------|------------------------|----------|
| Sweatshirt (with logo) | 3-4, 5-6, 7-8 | 12.50 |
| Sweatshirt (with logo) | 9-10, 11-12, 13 | 13.50 |
| Sweatshirt (with logo) | Small and Medium | 14.50 |
| Hoodie (with logo) | All sizes | 15.00 |

| | | |
|------------------------|-----------------------------------|------|
| PE T-shirt (with logo) | 3-4, 5-6, 7-8, 9-10, 11-12, 13 | 5.99 |
| PE T-shirt (with logo) | Small and Medium | 6.99 |