



St. Andrew's C of E (VA) Primary
School

School Uniform Policy

Approved by:

St Andrew's
Governing Body

Signed:

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1. AIMS

This policy aims to:

- Clarify our expectations for school uniform at St Andrew’s CE (VA) Primary.
- 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

2. OUR 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 schools 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 the Headteacher, who can answer questions about the policy and respond to any requests

3. LIMITING THE COST OF SCHOOL UNIFORM

St Andrew's CE (VA) Primary has a duty to make sure that the uniform we require pupils to wear 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 with 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
- 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 leveller
- Avoiding different uniform requirements for different years or classes
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

4. EXPECTATIONS FOR SCHOOL UNIFORM

4.1 St Andrew's C of E Primary School's uniform

- Required St Andrew's C of E Primary branded items: cardigan or jumper
- Optional St Andrew's C of E Primary branded items: navy polo shirt (KS1)
- Acceptable generic items of uniform instead of branded ones: grey school shorts, school trousers, school skirt
- Expectations for PE kit: St Andrew's C of E Primary branded T-shirt or PE T-shirt (white) and navy shorts
- Expectations for jewellery and hairstyles: No extreme haircuts. Long hair should be tied back. No large bows or hair accessories. Head coverings for religious purposes should also be black, navy or grey. One pair of studs may be worn. A watch, but not a smart watch, may also be worn.
- Expectations for shoes: shoes should be black leather or leather effect. Black trainers are not acceptable.
- School summer dresses (navy/white) may be worn in the summer terms.

4.2 Where to purchase uniform

The school office holds a limited supply of branded uniform.

Uniform can also be ordered online and delivered to school. Our uniform link is <https://theuniformco.co.uk/schoolwear/st-andrews-church-of-england-primary-school>

This link can be found on our website.

Non-branded uniform can be purchased from many high street retailers.

A wide range of nearly new and second-hand uniform is also available to purchase at the Uniform Store Plymouth (93 New George Street, Plymouth City Centre).

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
- 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 the Headteacher 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 Headteacher if 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 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.

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 Board of Governors will review this policy and make sure that it:

- Is appropriate for our schools' 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 of Governors 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. At every review, it will be approved by the Board of Governors.