



Uniform Policy



Orchard Meadow Primary School

The best in everyone™

Part of United Learning

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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 the Headteacher 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 make sure that the uniform we require 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 that have to have 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. Polo shirts, jumpers and cardigans do not need to be branded.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats.
- Coats are not required to be branded.
- 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 year/class groups. Children are required to wear a white t-shirt for P.E, this does not have to be purchased from the school supplier. We just ask that it is plain and unbranded please.
- Avoiding different uniform requirements for extra-curricular activities. For those children attending extracurricular clubs such as football or art, we encourage parents to send their children with a P.E uniform/sportswear or an old T-Shirt to prevent their uniform from becoming damaged.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items. Orchard Meadow has a pre-loved uniform shop which is readily available to all parents/carers. All items are of a good condition before being passed on.
- 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 Our school's uniform

Uniform for all pupils:

- Black or Dark Grey trousers
- Red sweatshirt or cardigan (ones with the school logo are not compulsory)*
- White polo shirts (ones with the school logo are not compulsory)*
- Black, white or grey socks or tights
- Black school shoes (no trainers)
- Red or black hairbands/ribbons may be worn
- Small stud earrings and watches may be worn but must be removed for PE
- During the summer months, red school dresses can be worn

Uniform for children in Pre-School:

School uniform is encouraged however this is not a necessity.

PE Uniform:

- White PE t-shirt (unbranded)
- Black shorts or black jogging trousers
- A black/dark coloured sweatshirt (unbranded) or school jumper will be required for outdoor PE in the colder weather
- Black plimsolls/trainers

4.2 Where to purchase it

Where to Buy?

The majority of uniform can be purchased at any high street store or supermarket, e.g., Primark, M&S, Next, Tesco, Asda etc.

The items marked * can be purchased from our school uniform supplier by clicking on this link: <https://www.swischoolwear.co.uk/> parents will need to log on and create an account. Uniform can then be delivered directly to school if preferred.

Pre-Loved Uniform

The school has a wide selection of pre-loved uniform which can be collected free of charge. This is available in the family room which is situated near the main office. Please contact the school office if you would like to browse this shop.

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
- 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 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'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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by making an agreement between the school and parents in accordance with our Behaviour Policy which can be found on the school's website.

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 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 board 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 retendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed every two academic years by the Senior Leadership Team. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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