



# School Uniform Policy

Approval Level	Review Cycle
Governing Body	Date Approved: Spring 2024+
Individual Governor	Annually
Headteacher	Next Review: Spring 2025

# School Uniform

## Statement of intent

Holm Cultram Abbey CE Primary School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ 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 pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

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

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g., during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

## 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

### **Cost principles**

The school has developed its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider 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.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

Over the year, we have been reviewing our school uniform. As a very active school, with lots of P.E. sessions and active after school clubs, we appreciated that it could be difficult for parents to know whether to send their children in PE kits or full uniform. We also noticed that some children much preferred to wear their PE hoodie throughout the week.

In order to find a solution to this issue, we looked at the possibility of updating our uniform policy to include an 'active uniform' which the children can wear on a day-to-day basis, both as part of their normal full school uniform and for P.E. days.

After consulting parents, governors and staff, we have decided to offer the following options to parents.

### **Traditional school uniform.**

We will continue to allow parents to send children to school in the full uniform that we currently have in school. This consists of the following:

- Maroon school sweatshirt/cardigan, with or without branding
- Black leavers hoodie. Year 6 pupils can order a hoodie at the end of year 5 so that they can wear it throughout the whole of year 6 to make the best use of it.
- Maroon or white polo shirt, with or without branding
- Black or grey trousers/skirts/pinafores
- Black school shoes.
- A red checked summer dress can also be worn.

### **We will also offer the following option to parents as a PE kit/active uniform**

- Maroon school hoodie (children can wear their maroon jumpers and cardigans/Black leavers hoodie (Year 6 only)
- Maroon or white T-shirt/polo shirt (no sports branding/logos)
- Black leggings/jogging bottoms/shorts (can be maroon PE shorts) (no sports branding/logos)
- Black trainers or sporty type shoes (no significant branding/logos)

We want our uniform to be affordable for parents, and not become about the latest fashion trends. Therefore, we will actively discourage branded leggings/joggers/trainers being worn in school.

## **Equality principles**

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously. In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

## **Jewellery**

We will continue with our current policy of allowing a set of studs and a watch. The studs will need to be removed for P.E. and swimming, so we encourage parents to only allow their children to get their ears pierced at the start of the summer holiday to give them time to heal.

## **Hair**

We encourage children with long hair to have it tied up for school, but it will definitely need to be tied up for practical activities/P.E./swimming.

The school reserves the right to make a judgement on whether a pupil'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 pupil by virtue of their protected characteristics. Each individual pupil'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.

## **Make up**

We discourage the use of make-up in primary school. It is also not appropriate for our children to have nail extensions in primary schools, due to the active nature of our pupils here and the risk of injury.