Snape Primary
School Uniform Policy



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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 all 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: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Office Manager Suzy Drew who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting 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.

Therefore we make sure our uniform: Is available at a reasonable cost and provides the best value for money for parents/carers. Although we have one branded item it is not required uniform-other options are available.

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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- not making it statutory to wear our branded sweatshirt or cardigan
- choosing a plain sweatshirt/jumper/cardigan with a common colour - RED - which can be purchased from a wider range of retailers
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

It is important that every effort is made to adhere strictly to the lists provided below.

It is important that all items of clothing are named - red sweatshirts can all look the same!

Please note that trainers are part of PE kit and school shoes are part of school uniform.

4.1 Snape school uniform

GENERAL

- White/Red shirt (Long or short sleeves or polo shirt)*
  Black/Grey trousers or knee-length shorts (not combats please)* Black/Charcoal grey knee-length skirt/ culottes*
  Red school sweatshirt/cardigan with school LOGO available from school office OR red sweatshirt/jumper/ cardigan*
  Red check summer dress*
  Grey, black or white socks*
  Grey or black tights *
  Black shoes* (no boots or sandals)

PE/GAMES

- 1 pair black shorts- plain unbranded*
  RedT-shirt
  Tracksuit (navy/black) or joggers and sweatshirt (navy/black) as we do PE outside in the winter months
  Change of socks
  Trainers - suitable for playground and field, Years R to 6 (no high tops)
- *All of these items can be purchased form any supermarket or shop and do not need to be a particular brand
- Due to restricted space we ask that the children do not bring rucksacks or pencil cases in as a book bag is provided. Should kit be required in school it can be stored in a named carrier bag.

FOREST SCHOOL

We ask children to come in their Forest schools gear on the day they are taking part. They'll need long sleeved tops and long trousers even in the summer for protection from branches and scratches etc. We can help provide clothing if you are struggling. None of it needs to be expensive brands. It's important it's warm and waterproof. It's more fun when you're comfortable.

- Lots of layers throughout the winter ie t shirt and Long sleeved t shirt
  Long trousers
  Warm jumper or hoodie
- Waterproof coat
  Waterproof trousers OR all in one dungaree waterproof layer / puddle suit AND a coat on top
- Warm socks
  Waterproof boots or Wellies (you can leave your wellies on our welly rack in school)

4.2 Where to purchase or acquire it

- You can purchase a school logo ed sweatshirt or cardigan from the school office as well as online-details from the school office (office@snape.suffolk.sch.uk)
- We regularly put out second hand uniform so you can come and help yourselves to something (usually out on tables on the playground after school.
- We are also available for a confidential chat about help to source it - we do always have 'spares' which we also provide-just come and ask.

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, Mrs. Sarah Gallagher, 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/carers are also expected to contact the Headteacher, Mrs. Sarah Gallagher f they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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/carers 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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

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/carers, 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 re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed every 3 years by the Headteacher and Office Manager. At every review, it will be approved by Snape Academy Council

7. Links to other policies

This policy is linked to our:

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