The Rivers C.of E. Academy Trust

Love Learn Live

School Uniform Protocol

The Rivers C of E Academy Trust

St Peter's Droitwich C of E Academy

Template approved by:	Director of Learning Development and Inclusion
Template to be adapted by:	Headteacher
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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 protocol on the grounds of equality by asking pupils or their parents to get in touch with Mrs Lucy Mills, Acting Headteacher, via the school office who can answer questions about the protocol 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups (one coloured t-shirt for house events is optional)
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform protocol and carefully considering any complaints about the protocol

4. Expectations for school uniform

4.1 Our school's uniform and where to purchase it

A school jumper or cardigan and a PE sweatshirt are the only branded items required. These can be purchased from a local uniform supplier, Ace Essentials. We have subsidies in place for pupils in receipt of Pupil Premium funding and will offer support by way of pre-owned uniform to families who require or request this.

School stock our recommended low-cost book bags and pencil cases and the same subsidies/support applies as above.

All other uniform items may be purchased from any preferred supplier/store in the correct school colours.

PE and swimming – no branded items are required for PE or swimming. Any suitable swimming costume or trunks, hat and goggles are acceptable. Full list for PE is available on the school website.

Jewellery – A small watch is permitted. Stud earrings are allowed but should be removed for PE. If parents/carers wish for their child to leave in earrings they do so at their own risk. Any jewellery worn as part of a child's religious or cultural heritage should be discussed with the child's class teacher.

Hairstyles – Hair should be styled to ensure that it does not interfere with children's work, play or any activities. Hair should not be coloured (unless suggested for a charity event, etc as a temporary colour) or shaved into designs. Hair accessories should be small, discrete and functional. If items are deemed excessive, the teacher will ask children to remove them.

All children must tie their hair up/back for PE and sporting activities if it is below collar length or impedes their view. Head coverings which are worn as part of a child's religious or cultural heritage are permitted providing these do not present a risk to the child or to others. If parents/carers have any questions/queries regarding proposed/existing hairstyles, they should discuss these with the child's class teacher.

Shoes - should be black, practical and durable and appropriate footwear. Any adjustments allowed (boots for particularly cold weather or sandals for very hot weather) will be advised in the school's weekly newsletter.

Coats - may be of any colour or brand, but should be durable and clearly labelled to avoid loss. **The school do not accept any liability for lost or damaged uniform or for any other items brought into school**.

Bags – Bookbags and a lunchbox (if needed) are permitted. There is not sufficient room to accommodate large backpacks for every child every day. An additional bag/backpack is permitted if pupils are attending an after school club or are asked to bring in additional items (for an assembly as an example).

It is not recommended that pupils wear or bring into school any high value items

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/Parents are also advised to contact Mrs Lucy Mills, Acting Headteacher, if they want to request an amendment to the uniform protocol 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 Mrs Lucy Mills, Acting Headteacher, if they want to request an amendment to the uniform protocol in relation to:

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

Parents and carers 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/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 protocol the opportunity to comply but will follow up with the headteacher if the situation does not improve.

Ongoing breaches of our uniform protocol will be dealt with Mrs Lucy Mills, Acting Headteacher.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform protocol, staff will take a mindful and considerate approach to resolving the situation.

6. Monitoring arrangements

This protocol template will be reviewed and approved as necessary and at least every three years by the Director of Learning Development and Inclusion. Each individual school's protocol will be reviewed as necessary and at least every three years by the headteacher.

7. Links to other policies

This protocol is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Preventing Bullying Guidance
- Complaints policy