


Title: School Uniform Policy		
Version Number: 1		
Owner: Chair		
Full Governing Body Ratification	Date: January 2025	
Total Number of Pages: 6	Review Date: January 2027	

Equality and Diversity Statement

All Saints' C of E (VC) Primary School, Maldon is committed to treating all members of the community with fairness and respect regardless of their ethnic background, gender, religion, disability, sexual orientation or their socio-economic background. This policy has been written to assist the school community and ensure that as far as is reasonable no child or adult shall be unfairly treated, discriminated against or disadvantaged as a result.

The aims of this policy

At All Saints C of E Primary School, we wear a school uniform to enable our children to feel happy in their school environment and support a sense of belonging.

We want children to be proud of the school they attend and feel part of something that is special to them and this is demonstrated through the smart uniform that they wear.

This policy aims to:

- Clarify our expectations for school uniform
- 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

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 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 Jane Stevens or Helen Radnor, who can answer questions about the policy and respond to any requests

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 for example, by only asking that the jumper preferably features the school logo
- 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
- 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

Expectations for school uniform

For our school's uniform children should wear:

- A white polo shirt. (either containing the logo or not).
- Either grey or black trousers, or shorts, or grey or black skirt or pinafore dress.
- Completely black shoes (no trainers with coloured flashing, coloured sole trim or coloured logos).
- Grey or white socks or grey, white or black tights
- Burgundy sweatshirt or cardigan (preferably with school logo)
- Alternatively a pink gingham or striped summer dress - most notably worn in summer months



For Physical Education lessons children will require:

- A white T-shirt (either a polo neck or collared)
- Burgundy shorts
- A tracksuit. Burgundy branded tracksuits are available from 'Yours in Sport' but the tracksuit supplied should simply be something that is warm and allows the children to take part in aerobic activity outside.
- Trainers

This should all be kept in a named, durable, drawstring bag that can be hung up on coat hooks. These are available in burgundy but can be of any colour.

Children will wear different aspects of this kit for different lessons.

- Gymnastics / dance / yoga activity - White top / shorts / bare feet
- Indoor games eg Dodgeball / aerobic fitness - White top / shorts / trainers
- Outdoor games eg football / netball / hockey / basketball - white top / shorts / tracksuit / trainers



Swimming Kit

In accordance with our PE policy not every child learns to swim within the school curriculum but we do monitor with parents how confident children are at swimming and where pupils cannot swim to the desired length of 25m in Year 6 we enable opportunities for children to improve this aspect of their learning.

For these sessions children will need:

- A sensible swimming costume (one piece)
- A swimming cap (compulsory for boys and girls)
- A large towel
- A durable waterproof bag

Hair, hairstyles and make up

In line with the Equality Act should children choose to wear their hair long then this will need to be tied back to support health and hygiene as well as safe, effective learning. We allow all pupils to style their hair in the way that is appropriate for school.

We would not expect primary age pupils to be wearing any makeup, false nails or false eyelashes as part of their school uniform.

Jewellery

Jewellery should not be worn with the exception of earrings that are limited to the wearing of a small stud.

Hoops and dangly earrings must not be worn – this includes on non-uniform days.

Please note that earrings **MUST** be removed by the child themselves for PE lessons. This might mean parents removing earrings prior to coming to school when your child has PE.

Coats and Bags

It is not expected that children wear a coat that has the school logo though there are branded coats available from the school supplier. It is more important that the children have something warm and waterproof to wear to keep them warm and dry when they are outside as part of the school day.

Similarly we do not insist on any particular school bag to carry their lunch or other school items to and from school but would ask that they be of a sensible size so that they can fit on their lockers in KS2 or on their pegs in KS1.

Children are encouraged to have a branded school reading folder when they join the school and a free one is provided to each pupil once the family has completed a Pupil Premium eligibility form. Children will hopefully continue to use these as they move up the school and replacements can be bought at the school uniform supplier.

Where to purchase uniform

School uniform which includes the school logo can be purchased from 'Yours in Sport' which is located in Maldon High Street.

All other uniform can be bought from high street retailers.

Our active PTA support regular access to second hand uniform through their Uniform Store at the front of the school by the bicycle rack storage.

Expectations for our school community

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). Letters about trips will detail amendments to the policy for the duration of that trip where appropriate.

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 Mr Brown 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.

Staff

Staff will monitor pupils to make sure they are in the 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 Mr Brown.

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.

Governors

The governing body 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 Governing Body 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.

Monitoring arrangements

This policy will be reviewed biannually by the Headteacher. At every review, it will be approved by the full governing body.