



**Downsway
Primary
School**

SCHOOL UNIFORM POLICY

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| Date policy approved by Governing Board | 18 th May 2022 |
| Date of next review | May 2025 |
| Policy owner | Headteacher |
| Policy on website Y/N | Yes |
| Compliance tracker updated Y/N | Yes |

Introduction

The Governing Board believe that a smart uniform is an essential part of the ethos of the school and help to promote a good working environment. The uniform items fulfil the criteria of clothing that is suitable, affordable, practical and purposeful for an effective learning and teaching setting in a safe and healthy environment

This policy has been devised with reference to the Human Rights Act 1988 and 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, we 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, via the School Office, who can answer questions about the policy and respond to any requests

Aims

Our policy on school uniform is based on the notion that school uniform:

- Promotes a sense of pride in the school in line with our ethos;
- Engenders a sense of community and belonging towards the school;
- Supports positive behaviour and discipline;
- Is practical and smart;
- Identifies the children with the school;
- Prevents children from coming to school in fashion clothes that could be distracting in class or create a sense of competition;
- Makes children feel equal to their peers in terms of appearance;
- Is regarded as suitable wear for school and good value for money by most parents;
- Is designed with health and safety in mind.

Limiting the cost of school uniform

The Governing Board has given high priority to cost. The Downsway School uniform is of good quality but is inexpensive. Uniform displaying the Downsway logo, which is not compulsory, is sold directly to parents via the supplier's website. Second hand school uniform is also available from the school office, via Friends of Downsway, at a modest price.

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 items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, 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
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as providing sports kits for sporting competitions
- 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

Uniform

Our school colours are purple, green, grey and white and the uniform is as follows:

- Purple or green sweatshirt or cardigan (*with or without school logo*)
- White shirt/blouse or white or purple polo shirt (*with or without school logo*)
- Grey knee length skirt or culottes or pinafore (no more than 8cms above knee) or tailored grey trousers with grey socks or grey tights
- Purple/white or green/white checked dress/shorts (gingham style) with white socks
- Grey tailored knee length shorts with grey socks
- Purple or green zip fleece - *optional*
- Reversible green waterproof jacket - *optional*
- Black shoes (not trainers or canvas) or closed toe summer sandals

PE Kits

- Black shorts
- White T-shirt
- Plimsoles (indoor)
- Trainers (outdoor)
- Black tracksuit/jogging bottoms

Where to purchase school uniform

Parents and carers can obtain our uniform from;

- a range of 'high-street' retailers (*without logo*)
- Michael Hope (*with logo*)
- Friends of Downsway uniform sales (*Second-hand uniform*)

Jewellery

On health and safety grounds we do not allow children to wear jewellery in our school. The exceptions to this rule is that children are permitted to wear one small 'silver' or 'gold' ear stud in each ear lobe and small objects of religious significance, such as a crucifix on a chain. We ask the children to either remove these objects during PE and games or cover them with a plaster to prevent them from causing injury. If the child can tell the time, they may wear a watch. The school can take no responsibility for any items of jewellery.

Footwear

All children should wear black shoes with a low heel. Platform soles, high heels, boots, wheelies, crocs, flip flops, trainers and open toed shoes or sandals are not considered to be suitable for school uniform. Trainers should only be worn for PE as we believe that this footwear is not in keeping with the smart appearance of a school uniform.

Hair

All children, girls and boys, are requested to tie hair up where it is long enough to do so. This is for both health and safety reasons and to look smart and ready for school. Hair must be tied up in PE. Extremes of hair fashions are not appropriate; in particular, words or symbols cut into hair and Mohicans will not be acceptable within the school.

Appearance

Make-up, including nail varnish, is not acceptable

All clothing and footwear should be clearly labelled with your child's name.

The Role of Parents/Carers

We ask all parents who send their children to our school to support the school uniform policy. We believe that parents have a duty to send their children to school correctly dressed and ready for their daily schoolwork. One of the responsibilities of parents/carers is to ensure that their child has the correct uniform, and that it is clean and in good repair. Parents are also expected to contact the Headteacher, via the School Office, 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.

The role of 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 our school's behaviour policy. 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.

The Role of 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.

Financial assistance

For financial help with uniform there are local charitable trusts which can provide assistance as detailed below:

The Green Girls Foundation (girls) and John Allen's Charity (boys)

Contact: P Wickens, Clerk to Trustees. Tel: 0118 9571057

Tilehurst Poor's Land Charity,

Contact: P.O. Box 2802, Reading RG30 4GE or see www.tilehurstplc.org.uk.

Englefield Charitable Trust

Contact: charity@englefield.co.uk or call 07753 746376.

Complaints

Any complaints about school uniform should be made in the first instance to the Headteacher. If the complaint is not satisfactorily resolved, the complaint should be brought to the attention of the Governing Board through the Clerk.

Monitoring and Review

The Governing Board monitors and reviews the school uniform policy by:

- Seeking the views of parents/carers, to ensure that they agree with and support the policy
- Considering, with the Headteacher, any requests from parents/carers for individual children to have special dispensation with regard to school uniform;
- Requiring the Headteacher to report to the Governors on the way the school uniform policy is implemented.

Date reviewed by Governing Board:

18th May 2022

Date for next review:

May 2025