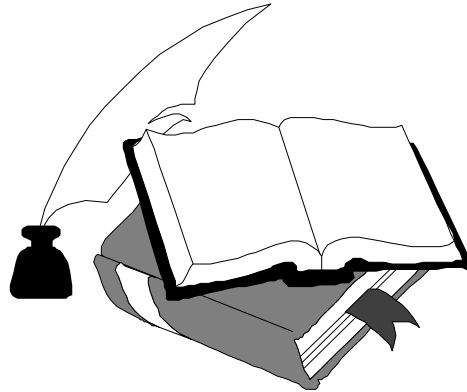


Alderman Payne Primary School



School Uniform Policy

Reviewed: February 2025

Next review: February 2027

School Uniform Policy

1. 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 policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher 01945 700275, who can answer questions about the policy and respond to any requests

2. 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
- 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 groups
- 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 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

3. Expectations for school uniform

3.1 Our school's uniform

Our uniform is

- Grey or Black trousers or shorts
- Grey pinafore or skirt
- White polo shirt with/without school logo.
- Royal blue jumper or cardigan with/without school badge
- Blue and white gingham dress - in summer term or hot weather
- Black sensible school shoes to be worn, no open toes.

There is no requirement to have special branded shoes, coats or blazers for school (although we do ask that shoes are suitable for running around at breaktimes in school). **All uniform must be labelled with your child's name.**

PE and Swimming

Children need a change of clothing for PE. In the summer this is usually shorts and t-shirt and in the winter this is warmer clothing, as we try to do PE outside as much as possible (weather permitting).

- Black shorts / jogging bottoms / leggings
- Plain t-shirt of team colour (red, green, blue, yellow)
- Plain hoodie/jumper in team colour, blue or black
- Plimsolls or black trainers (as appropriate for indoor and outdoor PE)

Earrings must be removed for PE. If a pupil has just had their ears pierced, they must replace the earrings with a silicone "Keeper" (available from e.g. Claire's Accessories). Health and safety regulations do not allow us to tape ears with masking tape or plasters. Hair should be tied back for PE.

We swim from Easter through the summer to October half term. The children will need swimming costumes (no bikinis or knee length swimming shorts), a swimming hat, flip flops and a towel. Earrings, all jewellery and hair clips must be removed before swimming. Children may wear goggles in the pool. If your child has a verruca they can swim as long as they have a verruca sock on their foot.

3.2 Where to purchase it

We have recently found a less expensive local provider of school uniform, and this can be purchased online from www.designandembroidery.co.uk

Once you have entered the website, Click on "schools", and you will see the Alderman Payne logo at the top of the page.

Alternatively many parents buy non branded uniforms (without the school logo) from supermarkets.

We also sell second hand uniform for 50p or £1.00. Please ask at the school office if you are interested in this.

4. Expectations for our school community

4.1 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 if they want to request an amendment to the uniform policy in relation to their protected characteristics.

4.2 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 are also expected to contact Ms. Blyth, Headteacher 01945 700 275 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.

4.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. 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.

4.4 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 governors 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.

5. Monitoring arrangements

This policy will be reviewed every two years. At every review, it will be approved by finance committee.