



ST. GEORGE'S
CE First School and Nursery

School uniform policy



Endeavour
Schools Trust
Inspired to Excel

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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 policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Bradbury, the Headteacher, who can answer questions about the policy 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) cannot be purchased from a wide range of retailers and that requiring such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is widely 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
- 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 groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as wearing 'bibs'
- 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

4. Expectations for school uniform

4.1 Our school's uniform

Our uniform consists of:



A red sweatshirt or a red cardigan



A white polo shirt



A pair of grey trousers, a grey skirt or a grey dress.

Please note, that children in Nursery and Reception are encouraged to wear jogging bottoms as these are better suited to the ways in which younger children prefer to learn.

In the summer:



A pair of grey shorts or a red and white checked dress

- > To ensure our school uniform can be obtained easily and to keep the cost of school uniform as low as possible, there is no requirement for any items of school uniform to have a school logo.
- > All the uniform items are widely available online, in supermarkets and at other retailers local to the school.
- > If you have items of uniform that do have the school logo on it is acceptable for your child(ren) to wear them.
- > If you would like your child to have the school logo on a sweatshirt or cardigan these can be obtained from Orchard clothing.
- > Some children like to wear leggings or 'cycling' shorts under their school skirt or dress, and we regard this as acceptable. We ask that these are in one of our school colours of red, white or black.

Some children like to wear a hijab to school. Again, this is acceptable, and we ask that the hijabs children wear are plain and in one of the school uniform colours (red, grey, white or black).

Both boys and girls need to wear sensible black school shoes, such as these:



For most of the year children will need to wear a coat to school and in the colder months a pair of gloves, a scarf and/or a warm hat are advisable. In the warmer months we advise that children wear a cap and/or sunglasses.

We ask that all items that children wear to school are clearly labelled with their name.

Children will need to bring items from school back home on a regular basis e.g., reading books, pieces of work they have completed. The most suitable way of transporting such items is in a 'book bag' such as this:



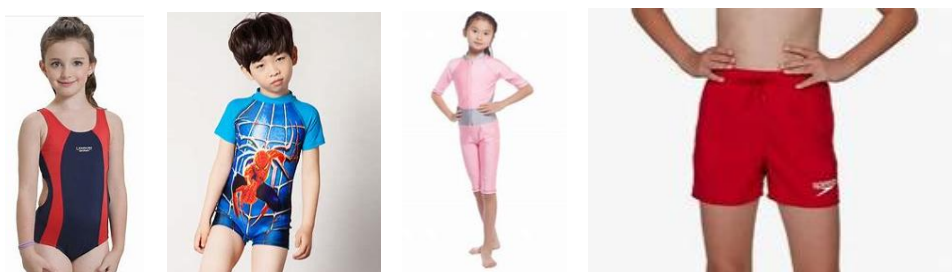
- For indoor P.E. activities, the kit consists of a white 'T' shirt, black or red shorts and pumps/trainers:



- For outdoor activities the children can wear a white 'T' shirt, red jumper or sweatshirt, red or black tracksuit bottoms/joggers and trainers:



- For swimming, children are expected to wear an 'all in one' swimsuit or swimming shorts:



- Children who wear earrings, should only wear stud or simple hoop type earrings. During PE lessons children wear tape over their earrings to prevent any injuries. Children should not wear any other jewellery to school.

4.2 Where to purchase it

- Parents and carers can obtain the uniform from a wide variety of online and high street retailers.
- If parents and carers wish to purchase any items of uniform with the school logo embroidered on these can be obtained via the website of Orchard Clothing.
- We have a large selection of second-hand uniform which parents and carers can access. Please enquire at the school office in the first instance.
- In the summer holidays a uniform exchange scheme operate in the Kingfisher Centre in Redditch town centre. Parents and carers will be informed of the dates via a newsletter during the summer term.
- If a child is entitled to benefits related Free School Meals, as a school we fund up to £25 per child towards the cost of new uniform. To access this funding, parents and carers will need to bring the receipts into the school office where a member of the team will explain the process.

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)

Parents and carers are expected to contact Mrs Bradbury, the headteacher, 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 are also expected to contact Mrs Bradbury, the headteacher, 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.

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.

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 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 by the Senior Leaders. At every review, it will be approved by Local Governing Board.

7. Links to other policies

This policy is linked to our:

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