

# *Lanchester E.P. (Cont.) Primary School*

*A Caring Community Where All Can Flourish*



## School Uniform Policy

September 2023

## Introduction

It is our school policy that all children should wear school uniform when attending school or when participating in a school-organised event outside normal school hours. Our policy on school uniform is based on the notion that school uniform:

- › Promotes a sense of pride in the school
- › Engenders a sense of community and belonging towards the school
- › Is practical and smart
- › Identifies the children with the school
- › Makes children feel equal to their peers in terms of appearance
- › Is practical, affordable and good value for money
- › Is designed with health and safety in mind

## 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

## 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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › Allow pupils to wear headscarves and/or other religious garments
- › Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Office Manager, Naomi Hawke via [school.office@lanchesterep.net](mailto:school.office@lanchesterep.net), who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## 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 leveller
- › Avoiding different uniform requirements for extra-curricular activities
- › 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

### General Uniform Details

Our uniform consists of:

- › Royal blue cardigan or sweatshirt embroidered with the school logo
- › Royal blue cardigan or sweatshirt with iron on school logo\*
- › White polo shirt (Reception – Year 6); Light blue polo shirt (Nursery)
- › Grey trousers or shorts
- › Grey skirt
- › Grey pinafore dress
- › Blue & white gingham dress
- › White, grey or black socks or tights
- › Shoes should be black, with black soles, and have a low heel. Sandals are not permitted.
- › Book Bag in team colours – please note, due to space restrictions, children should not bring rucksacks into school.

## Nursery

Whilst the majority of our School Uniform policy is still applicable for children in Nursery, due to the active nature of the Foundation Stage, grey pull up jogging bottoms are more suitable for our youngest children.

Nursery children must also have a waterproof coat and wellies in school.

## PE Kit

- › T-shirt in team colour with the school logo
- › PE Hoodie with school logo and team name on
- › Black shorts or jogging bottoms
- › Plimsols or Trainers

From September 2023, children from Reception to Year 6 will need to come into school on their PE days in their PE kits.

## Jewellery & Piercings

For health and safety reasons and the potential risk of loss, children are discouraged to wear jewellery in school. The only jewellery pupils are permitted to wear are:

- › A wrist watch. Smart watches that connect to the internet or can send/receive messages or photos are strictly prohibited
- › One small pair of stud earrings
- › Religious adornment

'Safe Practice in Physical Education' guidelines issued by BAALPE (British Association of Advisers and Lecturers in Physical Education) state that all jewellery should be removed for PE lessons and related extra-curricular activities.

Earrings can be taped for non-contact sport, however earrings must be removed for contact sports and swimming lessons. Teaching and non-teaching staff will not assist any pupil in the removal, or replacement of jewellery prior to, or following, a physical education lesson or extra-curricular activity, but will support taping.

If your child is having their ears pierced, it should be done at the beginning of the summer holidays to allow them time to heal so that earrings can be removed for PE lessons.

## Hair

Haircuts should be of a smart appearance with no extremes of fashion and no unnatural colours. The school does not permit children to have haircuts that could serve as a distraction to other children such as patterns shaved into the hair, dyed hair and 'Mohican' style haircuts. We also do not allow children to wear excessive hair gel as this has health and safety implications.

## Where to purchase it

Embroidered uniform and team PE t-shirts can be purchased from our uniform supplier, Moette. The range of items, along with the price, can be seen on their website <http://www.moette.co.uk/oc1/Lanchester-EP-School>.

Items can be purchased via [customerservices@moette.co.uk](mailto:customerservices@moette.co.uk), by telephone on 01913 735 995 or from their shop, which is located at:

The Old Chapel, Quebec Street, Langley Park. DH7 9XA.

These embroidered sweatshirts & jumpers can also be embroidered with your child's initials, for no extra charge.

Alternatively, from Easter 2023, sweatshirts and cardigans can be purchased, along with other non-logoed items of uniform such as trousers & skirts, from supermarkets and you can purchase an iron-on school badge from the School Office at the cost of £2.00 per badge.

From January 2024, we will also be using another uniform supplier, Etika, to provide even more choice for our parents.

Secondhand uniform is available from the School Office at no charge – if you would like any secondhand uniform, please email [school.office@lanchesterep.net](mailto:school.office@lanchesterep.net) with what you need and they will let you know if any is available, and will put it aside for you to collect.

Secondhand uniform will also be put out on parents' evenings and secondhand availability will be regularly advertised on the newsletters.

## **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)

Pupils are also expected to contact Jane Davis, the Head teacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **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 Jane Davis, the Head teacher, 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.

### **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.

## **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.

## **Monitoring arrangements**

This policy will be reviewed every two years by Naomi Hawke, Office Manager. At every review, it will be approved by the Head teacher and the governing body.

## **Links to other policies**

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy