



George Fentham Endowed School

Uniform Policy

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Headteacher

Approved by:	Full Governing Body	Date: 11 th September 2023
Last reviewed on:	11 th September 2023	
Next review due by:	June 2024	

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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 (although this must meet health and safety requirements)
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with 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.

<https://www.gov.uk/government/publication/cost-of-school-uniform/cost-of-school-uniforms>

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 pupils wear a sweatshirt / cardigan featuring the school logo as part of their PE kit.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed/sewn 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 extra-curricular activities
- Providing school PE tops for signaling differences for interschool 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

4. Expectations for school uniform

4.1 Our school's uniform

Children are expected to wear full uniform each day except on their PE day; on this day they should come dressed in their school PE kit.

Year Group	Uniform	Guidance Notes
Nursery	Maroon polo shirt (with school logo) School sweatshirt or cardigan (with school logo) Black elasticated joggers or plain grey school trousers, shorts, skirt, pinafore dress Red/white checked dress (summer - optional)	
Reception and Key Stage 1 (Y1&2)	Maroon polo shirt (with school logo) Maroon V-neck sweatshirt or cardigan (with school logo) Plain grey school trousers, shorts, skirt, pinafore dress Red/white checked dress (summer - optional)	No jogging bottoms or leggings
Key Stage 2 (Y3 to Y6)	White shirt (long or short sleeved) School tie Maroon V-neck sweatshirt or cardigan (with school logo) Plain grey school trousers, shorts, skirt, pinafore dress Red/white checked dress (summer - optional)	No jogging bottoms or leggings
PE Kit All Classes	Plain white t-shirt Plain black shorts or skort Trainers Plain black joggers Maroon V-neck sweatshirt or cardigan (with school logo) Plain dark tracksuit (optional)	Tracksuits should be plain and dark, without any logos and patterns
All Children	Grey or white socks or tights Black shoes (worn with school uniform, not trainers) Warm outdoor coat	No boots, high heels or open toe sandals
Hair Accessories	Red, white or black ribbons, slides, hairbands	
Jewellery	Plain wristwatch, medical pendant or bracelet alerts, plain gold or silver stud earrings, with parent responsibility	Religious items of jewellery should not breach health and safety requirements
Other	Make up of any sort is not allowed Nail varnish or false nails are not allowed School "book bags" for Reception / KS1 Children (optional)	

4.2 Where to purchase it

- Our school uniform is compulsory for all pupils attending school. Parents and Carers can purchase items with the school logo on (maroon t-shirt and maroon v-neck sweatshirt/cardigan), school tie and book bags from **PALMERS, 1640 HIGH STREET, KNOWLE, SOLIHULL, B93 0NA (01564 776590)**.

All other items can be purchased from other high-street retailers such as Sainsbury's, Tesco, Asda, Marks and Spencer.

- The Parent Teacher & Friends Association (PTFA) will arrange second-hand uniform sales. Details will be shared through our newsletters.
- Parents' Facebook Group where unwanted uniform is listed and exchanged, details available to registered parents through the school office.

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)

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 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 annually and will be approved by the Full Governing Board

7. Links to other policies

This policy is linked to our:

- Behaviour and Relationships Policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy