



Arden Forest Infant School

School Uniform Policy

Headteacher :	R Gunn	Date: 29.09.2022
Chair of Governors	G Cave	
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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 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 (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 (e.g. tops - school jumper/cardigan/hoodie are only items that feature the school logo)
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as jumper
- Considering cheaper alternatives to school-branded items, such as plain white polo shirts and plain black skirts/trousers, 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 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

4. Expectations for school uniform

4.1 Our school's uniform

School uniform:

- White polo shirt – plain or with school logo
- Green jumper or cardigan – preferably with school logo
- Black skirt, trousers or shorts
- Checked green summer dresses can be worn in warm weather

PE Kit:

- Plain white t-shirt
- Black leggings or joggers
- Green zip up hoodie – preferably with school logo
- There are no swimming kit requirements

Other items:

- Small stud earrings – no hoops or dangly earrings. On PE days, children should not wear earrings. If they can't be removed, they must be taped over to ensure they do not catch during PE.

- No other jewelry should be worn with the exception of watches which can be taken off for PE.
- Black shoes on normal school days and black pumps/trainers on PE days
- Hair should be a natural colour
- No shaved patterns or motifs in hair
- School book bags are available – but not compulsory

4.2 Where to purchase it

- Parents and carers can obtain any of the logo uniform items directly from school.
- Plain items including those without logos, e.g. polo shirts, skirts, shorts, trouser, dresses, PE tops, leggings, joggers and shoes can be bought from any 'high-street' retailer.
- Second-hand uniform can be bought from school:
 - During a second-hand uniform sale – typically held twice a year
 - The Life Church (a Local uniform exchange scheme) also has some second-hand uniform.

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 -eg PE 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 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 the Headteacher (school telephone number 02476315913 or school email admin2630@welearn365.com) 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.

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 every two years by the Headteacher and School Business Manager. At every review, it 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