

# Parklands Community Primary and Nursery School



## Uniform Policy

September 2024

**Approved by: LAB**

**Date: 23<sup>rd</sup> September 2022**

**Last reviewed on:** September 2024

**Next review due by:** September 2025

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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 Cairns, Head Teacher ([head@parklands.cheshire.sch.uk](mailto:head@parklands.cheshire.sch.uk)) 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 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

We will do this by:

- › Allowing children to wear jumpers, cardigans and hoodies that do not contain the school logo however they must be navy blue in colour. This is the same for white polo shirts. We believe these are available in a low cost option
- › Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- › Avoiding different uniform requirements for extra-curricular activities other than PE
- › 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
- › Supporting through associated charities by providing uniform or supermarket vouchers
- › 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

We expect all pupils to wear their school uniform with pride every day. We take a common-sense approach to uniform, especially when it might be very hot. We also want to support our children who may have sensory needs.

Children are not permitted to wear nail varnish, makeup or nail extensions. Small inexpensive watches and small stud earrings are allowed, but no other jewellery.

#### 4.1 Our school's uniform

- Grey trousers, skirt, dress, culottes or shorts
- Blue checked summer dress
- Jumper, cardigan or hoodie in a navy blue colour (no other logos visible)
- White polo-shirt
- Black shoes or plain black trainers
- Navy, grey or white socks
- Plain navy or grey tights

#### 4.2 Our school's PE uniform

- Black or navy blue shorts, jogging bottoms or leggings
- Plain white t-shirt or school blue t-shirt

- Trainers for outdoor PE
- Pumps are ideal for indoor PE
- For swimming: a one piece swimming costume or trunks

### 4.3 Where to purchase it

› Our uniform is available online (<https://www.uniformityschools.com/collections/parklands-school> <https://www.monkhouse.com/>) from The Uniform Shop.

Second-hand uniform can be obtained from school at any time. Parents can also be supported through our partner charities.

## 5. Expectations for our school community

### 5.1 Pupils

We expect all pupils to wear their school uniform with pride every day. 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 expected to contact 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.

### **5.3 Staff**

Staff support pupils to make sure they are in correct uniform and PE kit, rewarding with dojos for children in full school uniform. They support any pupils and families not in uniform to establish any barriers. Letters reminding families of the uniform policy will be provided. Where it is clear there is consistently no regard for school uniform, the headteacher will speak to parents to establish a solution.

### **5.4 Local Academy Board:**

The LAB 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.