



HIGHFIELD FARM PRIMARY SCHOOL

## Uniform Policy

Date of Policy approval – September 2023

Date of Policy review – September 2024

*'School uniform provides a sense of identity and community for children and young people, and should be a real source of pride'.*

**Secretary of State for Education**

### Rationale

By creating a common identity amongst all pupils, regardless of background, a school uniform can act as a social leveller. It can reduce stigma and peer pressure to wear the latest fashions or other expensive clothes. If, however, the uniform is too expensive it can place an unreasonable burden on families. Furthermore, if a distinction can be made between those who can afford it and those who cannot, this can reduce the benefits of a uniform and has the potential to negatively impact attendance, access and participation.

### Aims

We strongly encourage uniform as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

### Uniform list

- Bottle green jumper, cardigan or fleece with or without the logo
- White or bottle green polo shirt/shirt
- Black or grey trousers, shorts, skirts or dresses
- Bottle green, black, grey or white tights or socks may be worn with dresses or skirts
- Black sensible footwear
- Bottle green checked dresses may be worn in warm weather



### PE kit list

When developing our PE kit, the Governing Board has applied the same consideration to cost as we have for the everyday items of uniform. With this in mind, our PE consists of the following: · A white t-shirt

- A pair of black shorts
- A pair of black pumps / black trainers (to keep costs down, these can be the pair worn as part of the uniform).
- During winter months, children may wear a pair of black jogging bottoms and a black jumper.

### **Provision for pre-loved uniform**

Pre-loved uniform can benefit all parents. In addition, by extending the life of garments, it is more sustainable.

We work directly with our Parent Teacher Friends Association (PTFA) to create arrangements so that pre-loved uniform is available for parents to acquire. Our current supply of pre-loved uniform items can be seen via our PTFA Facebook page. This is: <https://www.facebook.com/groups/4415319785240533/> Access to pre-loved uniform can be started through any of the following:

- Call/email the school office to request the need for uniform items.
- Email the PTFA directly to request the need for uniform items.
- Click on the link on the uniform page of the school website to request the need for uniform items.
- Speak directly to a member of staff or member of the PTFA.

### **Parental Consultation**

As part of the creation of this uniform policy, a cross section of parents were included in a consultation process. This process identified elements that have been included within the final version and was overwhelmingly supported by those involved.

### **Cost considerations**

We recognise that where uniform is too expensive it can place an unreasonable burden on families. We believe that uniform should not be so expensive as to leave pupils or their families feeling unable to apply to, or attend our school. We therefore give high priority to cost considerations and have taken the following actions:

#### *Assess the overall cost implications*

We have assessed the overall cost implications of our uniform policy for parents and are aware of how costs could mount up where multiple items of the same garment may be needed. For instance, when a child may grow out of an item quickly or where spare items are likely to be needed.

Our assessment of the overall cost of unbranded items (no school logo) was based on purchases from the following local retailers:

- Tesco
- Morrisons
- Asda

And included the following items:

- 3x trousers/skirts
- 3x non-branded polo shirts
- 3x non-branded jumper/cardigans

Total cost: £40-£50

Our assessment of the overall cost of branded uniform (with school logo) was based on purchases from the following local retailers:

- Pinders

And included the following items:

- 3x trousers/skirts (purchased from local supermarkets)
- 3x branded polo shirts
- 3x branded jumpers/cardigans

If parents chose to use branded items, this cost increases to £70-£80

#### *Avoid frequent changes*

We will avoid frequent changes to our uniform specification. We will show how any change in uniform specification secures the best value for money or why the change is required.

If changes do need to be made, we will take action to minimise any financial impact of any change on parents, such as allowing pupils to continue to wear the previous uniform for a reasonable period or to purchase iron on logos.

#### *Avoid needing additional uniform for extra-curricular activities*

We will avoid requiring parents to purchase additional uniform for the purpose of any extra-curricular activity. This may involve but is not limited to, extra-curricular activities such as sport, music, or drama.

Similarly, we will avoid requiring additional items to be used for interschool competitions.

#### *Branded items*

We believe that generic clothing items which are widely available (including from low-cost outlets) give parents choice and allows them to control the cost of school uniforms. As such, we have removed the need for branded items, ensuring that all our uniform items can be purchased at a range of retailers. Although our jumpers and fleeces can be purchased with a school logo, it is only the colour that we specify. Jumpers and fleeces without a logo are permitted.

To avoid parents having to purchase multiple expensive items such as coats, bags, and trainers, which they may already have purchased for use on non-school days, we have avoided being overly specific about such items in our uniform policy.

#### **Other support with the cost of school uniforms**

In some cases, school may provide assistance, particularly for supporting new pupils entering the school part way through the year or in the event of substantial changes to the existing uniform.

#### **Human rights, equality and discrimination considerations**

As a school we have regard to our obligations under the [Human Rights Act 1998](#) and the [Equality Act 2010](#) and therefore consider the impact of our policy on pupils who share a protected characteristic.

The relevant protected characteristics which we consider are:

- sex
- religion or belief
- race (including colour, nationality, ethnic or national origin)
- disability

- gender reassignment
- pregnancy

We aim for our uniform policy to be as inclusive as possible, and are considerate in the implementation of our uniform policy so that all pupils are able to wear the uniform.

### **Discrimination**

In developing and implementing its school uniform policy, a school will need to consider its obligations not to discriminate unlawfully. For example, whilst schools can designate different uniform requirements for boys and girls, girls' uniforms should not be significantly more expensive than boys' or vice-versa, as this may constitute unlawful sex discrimination.

To avoid discriminating against those who share particular protected characteristics, governing boards should aim for their uniform policy to be as inclusive as possible.

Schools should engage with parents and pupils when developing their uniform policy to ensure that it is suitable for their school community, recognising that their school community may change over time.

If a requirement will affect a certain group with protected characteristics more than others, schools should think very carefully about whether this requirement is the best way to achieve their aims and what mitigations could be put in place.

Such a requirement will need to be justified as a proportionate means of achieving a legitimate aim if it is to be lawful, and the policy will need to be flexible enough to allow for necessary exceptions.

Even when a policy has been agreed, schools should be willing to allow for some individual variations to their uniform policy, where necessary to avoid indirect discrimination. For instance, reasonable adjustments must be made, as appropriate, for pupils with a disability.

If the school does not allow for these adjustments where they are necessary, this may constitute indirect discrimination.

### **Complaints and challenges to school uniform policy**

Disputes about school uniforms will be resolved within school and should be pursued in accordance with the school's complaints policy.

If a school has in place a contract with a specific supplier, the governing board should ensure that the supplier has an agreed procedure to deal with complaints about the supply and quality of uniforms.

Our school uniform is inclusive, and we are considerate when implementing our policy so that our uniform is able to be worn by all pupils. Where the subject of a complaint is due to a pupil's protected characteristic, the Governing Board will carefully consider requests to vary their uniform policy.

### **Pupil non-compliance**

If uniform cost isn't identified as the barrier for non-compliance with the uniform expectations, the Head teacher and individual teachers can discipline pupils for breaching the school's expectations on appearance or uniform. This will be carried out in accordance with our published Behaviour and SEND policies.