

Waltham Leas Primary Academy



School Uniform Policy

**Approved by:
Governors**

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Belong Grow Empower

At Waltham Leas Primary Academy, we foster kindness, empathy and understanding so that everyone **belongs** and knows their voice matters. In our safe, supportive school, differences are celebrated so that everyone can learn, grow and thrive together.

We work closely with families and the wider community to nurture, support and **empower** each other in times of joy and challenge.

Our aspirational curriculum, delivered through high-quality challenge and support, is enriched with engaging extra-curricular opportunities. This provides the bedstone for our pupils to become independent, resilient and critically engaged learners ready to **grow with purpose** in an ever-changing world.

We are the heart of Waltham, rooted in hope, creating changemakers of the future.

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 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 - prices do increase for older children's uniform
- 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 Admin Team about purchasing the school uniform and the Deputy head who can answer questions about the policy and respond to any requests

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 items with distinctive characteristics to a low-cost
- Considering cheaper alternatives to school-branded items

- 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 different year/class/house groups - Elected School Council children have 2 purple polo shirts and 2 sweatshirts or cardigans purchased for them by school
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

Expectations for school uniform

4.1 Our school's uniform

There is flexibility to enable parents to obtain school clothing where they choose. Bottle green is the colour of our school uniform and we ask that either a sweatshirt or cardigan is worn for school.

- Optional branded items are: Bottle green sweatshirts/cardigans, polo shirts, PE bundle including PE bag, book bag, fleece and hooded top.
- Generic items that can be worn instead of branded ones are: Plain bottle green sweatshirt/cardigan, book bag, bottle green fleece or hooded top for colder winter months. Grey or black trousers (not denim), grey skirt or pinafore dress, white shirt, blouse or polo shirt. grey or black shorts for summer months or green and white checked dress.
- Expectations for PE and swimming kit - PE T-shirt white, (or green Waltham leas T shirt) black shorts, PE bag, non branded, black tracksuit or equivalent for colder winter months. Outdoor trainers as well as plimsolls are required in FS and KS1. No tops which support a specific team should be worn for PE. There is no uniform for swimming, just that a costume is worn and not a bikini, no board shorts.
- Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010) Only one pair of small stud or sleeper type earrings should be worn for school - In Y4, children attend swimming lessons starting in September and children should be able to remove their

earrings independently. Parents should consider not having ears pierced close to this date as earrings have to be removed for swimming. Earrings must be removed for PE or covered with plasters provided from home. Hairstyles should be able to be maintained by the child and brightly, permanent dyed hair is discouraged. We have dress-up days in school throughout the year where children have a chance to freely express themselves and 'wacky' hairstyles and wash out dyes can be used for these.

- Make up is not allowed to be worn by pupils (including lip balms that are worn as a fashion accessory).
- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Temporary tattoos are not permitted.
- Sensible black shoes/boots for winter months should be worn for school and no trainers unless for medical reasons and these should also be black. Outdoor clothing should be appropriate for the weather and school bags should be of an adequate size to accommodate basic school essentials and not too large so as to enable safe storage in the cloakrooms.
- A pair of wellies for outdoor play (and spare socks in the PE bag)
- Skirts should be of a length just above the knee, and not a bodycon - style skirt.
- All items of the school uniform should be clearly named. When offering an outgrown uniform to school to be passed on please cut out any names.

4.2 Where to purchase it

- Branded uniform items, with the school logo of a windmill, can be purchased through www.schooltrends.co.uk or www.nationwideschooluniforms.co.uk and <https://www.uniform-direct.com/>. Unbranded items of uniform are readily available in all major supermarkets within our locality.
- We also offer good quality used uniforms, free of charge or for a donation, on our clothes rail in the entrance hall - we ask parents to actively support this as part of our Eco-Schools award. Any good quality washed uniform can be handed in at reception.

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). This is not the case for residential trips.

Pupils are also expected to contact Mrs Thompson / Mrs Allenson and their representative of the School Council 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 Deputy head 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 the 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.

Ongoing breaches of our uniform policy will be dealt with by the Deputy head following our Behaviour Policy and communicating with parents.

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.

Monitoring arrangements

This policy will be reviewed every two years by the Headteacher. At every review, it will be approved by the full governing board.

Links to other policies

This policy is linked to our:

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