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# Leverton Primary School

## School Uniform Policy

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## 1. Introduction

In its non-statutory guidance on School Uniforms, updated in April 2024, the Department for Education (DfE) states:

“We strongly encourage schools to have a 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.

It is our school policy that all children wear school uniform when attending school, or when participating in school-organised events outside normal school hours. Some items of uniform can be bought from the school office, whilst others are easily available, at very competitive prices, at local shops and supermarkets. A complete list of the items needed for school uniform including those for Physical Education, can be found in this policy.

## 2. 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,
- Help to create a sense of community and belonging to the school,
- Identify the pupils with the school,
- Support our commitment to inclusion.

## 3 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, belief or disability and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniforms 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 Lisa Gibbs, who can answer questions about the policy and respond to any requests.

#### **4.0 Limiting the cost of school uniform**

In accordance with DfE Statutory Guidance on the cost of school uniforms and also the values and culture of our School, this Policy reflects the importance of value for money, but also environmental sustainability.

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 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 the jumper features the school logo
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed 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 leveller

- Avoiding different uniform requirements for different year groups such as PE kit colours
- 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.

## 5.0 Expectations for school uniform

### 5.1 Our school's uniform:

#### Main Uniform

- Children who have pierced ears may wear one small stud per ear. No other jewellery should be worn. During all PE lessons earrings must be removed
- No nail polish or false nails to be worn.
- No fake eyelashes or extensions.
- No make up
  
- Hair tied back
- Only one pair of stud earrings
- No smartwatches
- No hair dye
- Black skirt, dress, trousers or shorts
- Black shoes or plain black trainers
- White polo t-shirt\* or white shirt\*
- Red jumper\* or cardigan

#### PE Kit:

- Black joggers/shorts and white t-shirt\*, black jumper
- Trainers
- Year 5 swimming kit; trunks, swimming costume, swimming hat and towel
- No jewellery

Please label your child's clothes with their full name so that any items that become lost can be returned.

\*These items with the school logo embroidered can be bought from school office, this is optional.

## Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy. The headteacher, or a person authorised by the headteacher, is permitted to ask a pupil to ensure any breach is corrected immediately, and if not the following day.

Pupils wearing excessive makeup/nails/eyelashes are required to remove or, if appropriate, parents will be contacted to collect their child to remove it.

## 5.2 Where to purchase uniform:

- Tesco is our nearest supermarket to buy uniform, but any supermarket can be used
- At parents evening there will be uniform displayed in the hall, parents can take any items of clothing that are not named
- Uniform with the Leverton logo can be purchased from Forest Casuals in Loughton – this is optional
- Some uniform can be purchased from the school office

## 6.0 Expectations for our school community

### 6.1 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), unless otherwise instructed by the school.

Pupils are also expected to contact Lisa Gibbs if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 6.2 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 Lisa Gibbs 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
- Where the school has in place a contract with a specific supplier, the governing body will ensure that the supplier has an agreed procedure to deal with complaints about the supply and quality of uniforms.

The school will work closely with parents to arrive at a mutually acceptable outcome.

## 6.3 Staff

Staff will closely monitor pupils to make sure they are wearing 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 does not improve.

Ongoing breaches of our uniform policy will be dealt with by class teacher in the first instance. A letter may then be sent home.

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.

## 6.4 Governors

The governing body 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, affordable and safe for all pupils

The governing body 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.

## **7.0 Links to other policies**

This policy is linked to our:

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