School Uniform Policy

Canon Johnson CE Primary School

Part of the Forward As One Trust

CANON JOHNSON
CofE Primary School

FORWARD AS ONE
CE ACADEMY TRUST

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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 Miss Pollard by calling 0161 330 3169, 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 (such as branded items, or items that must 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. Therefore, all items containing the school logo are optional.

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

- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as jumpers and/or cardigans
- 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

Uniform that has been donated by parents is free to take and can be obtained from the main school office. Please feel free to take additional pieces of uniform throughout the school year.

4. Expectations for school uniform

4.1 Our school's uniform

- Navy jumper or cardigan (school logo is optional)
- Sky blue shirts, blouses or polo shirts
- Grey trousers/shorts/skirt/pinafore
- Blue & white checked dresses in summer – optional
- Black school shoes (No heels, no markings or logos & not canvas/trainer style)

PE Kit

- Black pumps
- Conventional trainers for outdoor activities (no hi-tops)
- Navy shorts
- White t shirt
- JEWELLERY - for health and safety reasons, the Governors do not consider hooped earrings to be appropriate. If your child has pierced ears, they may wear studs, but they must be capable of taking them out and putting them back in or covering them with plasters when taking part in PE.

4.2 Where to purchase it

- Specifically logoed uniform (which is optional) can be purchased from MCS uniform supplies in Ashton – Under - Lyne. However, school uniform with our school colours can be purchased from any supermarket and any good school uniform stockist.
- Secondhand uniforms can be obtained from school by visiting the school office and browsing our 'Uniform Stop'. Further opportunities to buy uniforms for a small cost will also be available at Christmas and Summer fairs.

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) 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)

Parents/Carers of pupils are also expected to contact Miss Pollard by contacting the office on 0161 330 3169 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 Miss Pollard by contacting the office on 0161 330 3169 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. 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 a letter being sent to the parents/carers asking for correct uniform to be worn as soon as possible.

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
- Considers 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.

6. Monitoring arrangements

This policy will be reviewed annually by the Senior Leadership Team. At every review, it will be approved by Local Advisory Board and the Board of Trustees.

7. Links to other policies

This policy is linked to our:

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