



Compassion Joy Perseverance Respect

'Live life in all its fullness' John 10:10

Uniform Policy 2023-24

Reviewed – November 2022
Next review – November 2025

Achieving Excellence Together

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

1. Expectations for our uniform

We have pride in our appearance and our uniform is an integral part of this. We want our pupils to look smart, be proud to be a member of our school and for all children to feel a sense of community and belonging. We believe that school uniform promotes inclusivity and puts all children on a level playing field so children can concentrate on the things that matter at school – being happy and making the most of their education.

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.

- 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 the school office, who can answer questions about the policy and respond to any requests
- We do not insist that children of any sex must wear specific item of clothing.

3. Limiting the cost of school uniform

Hunton CEP 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 any items with distinctive characteristics where possible
- 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
- 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

3.1 – School uniform

Details of individual school uniform requirements are available on the school website via the link:

[Hunton Primary School Uniform](#)

3.2 – Where to get uniform

- Branded jumpers/cardigans and ties are available from Simmonds.
- Other items are widely available from a range of suppliers such as supermarkets or online providers.
- We operate a second-hand uniform shop via our PTFA.

3.3 – Expectations for the school community

Pupils are

- expected to wear the correct uniform at all times (other than specified non-school uniform days)

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 and in good condition
- expected to contact the school if they want to request an amendment to the uniform policy in relation to their child's protected characteristics or the cost of the uniform
- expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Staff will:

- closely monitor pupils to make sure they are in correct uniform.
- discuss uniform breaches with pupils and families to support and promote wearing the

correct school uniform

- escalate uniform breaches to the senior leadership team if there are no improvements
- take a mindful and considerate approach to resolving situations, taking into account potential financial hardship.

Governors will:

- ensure the policy is appropriate for the school
- ensure the policy is implemented fairly across the school
- take into account the views of parents and pupils
- ensure that the uniform offered is appropriate, practical, safe and affordable

4. Monitoring arrangements

This policy will normally be reviewed every three years by the Governing Body. Due to the current financial climate, this policy will be reviewed in an ongoing way this academic year with a decision regarding review made at the end of the year. At every review the school will be consulted and it will need to be approved.

5. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy.

To make a complaint, parents/carers should refer to the Complaints Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents/carers to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. Non-Compliance

On rare occasions, for example, if slogans on clothing are offensive, the Headteacher and/or Deputy Headteacher are permitted to ask a pupil to take off the clothing, such as a sweatshirt/jumper. In the event that they cannot take the clothing off, parents/carers will be contacted and they will be asked to bring in more suitable uniform/clothing.

On other occasions, for example, if a child is wearing inappropriate footwear, teaching and/or support staff will inform parents/carers by telephone, text or in person.

If a child requires an item of uniform for a specific activity and no spare clothing is available in school, for example Forest School, parents/carers may be asked to bring the item into school. Individual family circumstances will be considered in the event that a child is not wearing the correct uniform.

The school endeavours to work with families to resolve breaches of this policy in a timely manner.

7. Jewellery

The only permitted Jewellery that may be worn is:

- One pair of stud earrings (no other piercings are permitted)
- A sensible wristwatch (not a smartwatch)

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

All jewellery must be removed during practical lessons, for example, PE lessons / swimming lessons. If children cannot remove their own earring, then this should be done at home on the day of PE. Staff are not permitted to apply tape or any other measures to ear piercings, and children may miss lessons for safety reasons.

8. School Bags

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold children's books and reading diaries comfortably without causing any damage.

Large bags / large rucksacks are discouraged for day-to-day lessons due to space on children's pegs.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

9. Hair Styles

Hairstyles should be smart and moderate in style. Brightly coloured hair is not permitted.

Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds. The Headteacher will take each individual pupil's scenario into consideration.

Long hair should be tied up. This is to avoid health and safety risks and ensure that children's vision is not impeded.

Large, excessive hair accessories should not be worn; however, small hair clips or plain headbands in school colours are acceptable.

Hair extensions are not permitted.

At the Headteacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover their hair if they have hair loss / illness etc.

10. Make-Up

False nails and nail extensions are not permitted.

Children are not allowed to wear make-up.

Pupils wearing make-up are required to remove it or, if appropriate, will be sent home to remove it.

At the Headteacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover heavy scarring/skin damage.