PONDHU PRIMARY SCHOOL
UNIFORM POLICY

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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 the headteacher 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 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:

› Limiting any items with distinctive characteristics where possible
› Limiting items with distinctive characteristics to low-cost or long-lasting items, such as jumpers, cardigans and bookbags
› 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 maximum of 3, so that the school's uniform can act as a social leveller
› Avoiding different uniform requirements for different year groups
› 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

4. Expectations for school uniform

4.1 Our school's uniform

Main school uniform:

- White polo shirt (with or without school logo)
- Blue jumper or cardigan (with or without school logo)
- Black or grey trousers, shorts, culottes or skirt
- Optional – Blue/white check summer dress for summer term
- Grey or white socks or black or grey tights
- Black shoes – no logo or branding

PE kit:

- White t-shirt or optional school PE shirt
- Black leggings/trousers/shorts
- Optional school tracksuit
- Trainers

Jewellery and accessories:

- Children should not wear jewellery to school. Children who have their ears pierced should wear a pair of small studs.
- Children may wear a watch to school. We encourage the use of analogue watches to practise the skill of telling the time, but if digital watches are worn, they should have no additional features or functionality (e.g. messaging, calling, photography, gaming) – Smart watches are not allowed in school.

4.2 Where to purchase it

All school uniform can be purchased (without logos) from local supermarkets. If you wish your child to wear items branded with the school logo (e.g. jumper, cardigan, t-shirt), these can be purchased from Pondhu Primary School – WOVINA

We also hold regular 'pre-loved' uniform sales after school and at school events (e.g. summer and Christmas fayres). Please contact the school office to find out when the next event is, or to enquire

about the availability of certain items. Depending on availability we endeavour to keep some free “pre-loved” uniform in the school office.

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)

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 headteacher 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 work carefully and sensitively with pupils and families to establish reasons for non-compliance and discuss steps which can be taken to improve matters, but will follow up with the headteacher if the situation doesn’t improve.

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 Trustees

The board will review this policy and make sure that it:

› Is appropriate for all school’s context
› Is implemented fairly across the Trust
› 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.

6. Monitoring arrangements

This policy will be reviewed every two years, or more frequently if the need arises.