School Uniform Policy

Policy Type:	**Academy Policy**
Date Adopted by LGB:	**12 July 2023 (reviewed by LGC 10.12.25)**
Review Date:	**Annual**
Person Responsible:	**Headteacher**

Statement of intent

Whitefriars Church of England Primary Academy ('Whitefriars') believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, **"uniform"** includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils' families.

1. Roles and responsibilities

The governing board is responsible for:

- Establishing a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with exemption as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

2. Cost principles

The school will ensure that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

3. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

Our school implements a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

4. Complaints and challenges

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

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

5. School uniform supplier

The school's current school uniform supplier is:

Stratfords: 17-19 Hamburg Way, North Lynn Industrial Estate, King's Lynn PE30 2ND

Phone: 01553 772043

https://www.stratfords.com/collections/whitefriars-school

6. Uniform assistance

The school will hold second-hand school uniforms in the school office for parents to access; access to these uniforms will be made available upon request made to the headteacher. This can be purchased using the Parent Pay app.

Parents will be invited to donate their child's uniform when they no longer need it.

7. Non-compliance

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

8. Our School uniform

The only branded item required is a school sweatshirt/cardigan. The school uniform is as follows.

What should my child wear at school?	
Expected	**Not accepted**
White polo shirt	No button through shirts/blouses
Grey trousers, skirt, pinafore dress or shorts	No black or navy. No leggings instead of trousers
Pale blue gingham dress for summer	No dark blue gingham dresses
Grey tights	No other colours or leggings under skirts
Black lace up, Velcro straps, T-bar shoes, **plain** black ankle boots (winter only)	No slip-on shoes, trainers, open toed sandals or high boots
Navy school sweatshirt or cardigan (with logo) to be ordered through Stratfords	No plain sweatshirts or cardigans
White/grey socks	No socks other than grey or white

If boots are worn during bad weather to come to Whitefriars, children are expected to change into other footwear when they go to class.

Bags: Children are encouraged to use a school 'book bag' rather than a rucksack as they fit better into trays or on pegs. School book bags are available to purchase from Stratfords.

What should my child wear for PE?	
Expected	**Not Accepted**
Navy blue/ black shorts	No other colour shorts
Plain coloured t-shirt according to the child's house colour	No patterned, logo shirts or polo shirts (with buttons)
Black Plimsolls (for Reception children) These must be slip on or Velcro	No lace up plimsolls
Trainers (for outdoor lessons) (years 1 – 6)	
Tracksuits are recommended for outdoor lessons in cold weather. These must be **navy or black** (years 1 – 6)	No other coloured tracksuits

Parents of reception children must ensure that all P.E. kit is kept in a suitable PE bag **all clearly named** and should be left in school for the week.

Children in Years 1 – 6 will come to school on PE days in their PE kit. The days will be communicated to you by your child's class teacher.

Swimming – KS2 only

As part of the National Curriculum all Key Stage 2 children (Year 3-6) receive swimming tuition at some point during the year by qualified instructors.

Swimming kit

- Single piece swimming costume (no bikinis or Bermuda shorts)
- Towel
- Swimming hat

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A smart and sensible wrist watch may be worn.

We would advise against any child having their ear/s pierced but, if your child has a piercing, he/she may only wear one small stud in each ear and your child MUST be able to remove it and replace it for P.E. and swimming lessons. We do ear tape over earrings for sport, but would recommend children wait until the 6 week summer holiday. Reception children do some form of PE every day, therefore should not wear any jewellery.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments (tape may be used if earrings cannot be removed).

Hairstyles and headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair (past shoulders) must be tied back.

We expect all pupils to come to school with an appropriate hairstyle and natural colour. We do not accept mohicans, pattern shaving and other 'trends', with the exception of 'fun days'. The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Shaving patterns
- Headwear featuring inappropriate words or images

Makeup and cosmetics

Makeup should not be worn to school (unless a special event day e.g Red Nose Day)

9. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property box in the school halls. All lost property will be retained for two weeks and will be disposed of if it is not collected within this time.

10. Monitoring and review

This policy will be reviewed annually by the chair of governors and the headteacher.

Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

UNIFORM - Autumn, Winter, Spring

Grey skirt, pinafore dress or school trousers

White polo shirt

Navy blue sweatshirt or cardigan **with the school logo**

Black lace up, Velcro straps, T-bar shoes (girls), **NOT trainers**

Plain black ankle boots (winter) **NOT high boots**

UNIFORM - Summer

Pale blue and white gingham dress (optional)

Grey shorts **(optional)**

Navy blue sweatshirt or cardigan **with the school logo**

Black lace up, Velcro straps, T-bar shoes. (not trainers)

UNIFORM - All year

White and **grey** socks or **grey** tights

PE Kit

Round neck t-shirt in their house colours either **yellow red, green OR blue**

Navy Shorts **not black**

Black plimsolls (slip on or velcro)

Please be aware in KS2 (from Year 3) a **navy or black** tracksuit for PE is also required.