



Uniform policy

Review: Annually

Full Governing Body

Version	Date	Narrative	Review Date
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Contents:

Statement of intent

1. Legal framework
2. Roles and responsibilities
3. Cost principles
4. Equality principles
5. Complaints and challenges
6. School uniform supplier
7. Uniform assistance
8. School uniform
9. Adverse weather
10. Labelling and lost property

Statement of intent

St. George's CE Primary believe that all of our children should wear school appropriate uniform when attending school, or when participating in school-organised events outside of normal school hours.

Items of uniform can be bought with the school logo and details of this can be found within the policy. Plain unbranded items are also easily available, at very competitive prices, at local shops including supermarkets. All of our schools promote these options to our families and we actively support all.

A complete list of the items needed for school uniform, including those for P.E. and Outdoor Learning, is included in this policy.

Aims and objectives

The aims of our policy for St. George's school is to:

- ensure clarity of what can be worn (and what cannot be worn at school);
- promote a sense of pride in each school;
- help to create a sense of community and belonging towards the school;
- ensure that our pupils can be clearly identified with our school;
- support our commitment to inclusion;
- ensure pupils' uniforms are affordable, practical, smart, and are suitable, with health and safety in mind;
- ensure that pupils are dressed smartly.

1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy

2. Roles and responsibilities

The governing body of St. George's Primary School is responsible for:

- Establishing, in consultation with the executive headteacher, head of school and school community, a practical and smart school uniform that accurately reflects each school's vision and values.
- Ensuring that each 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 Head of School within school 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 body.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff within school 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 head of school 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 unless there has been an exemption.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

St. George's school will ensure that their school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents. We do not ask parents to buy branded items to minimise and reduce the cost of wearing a uniform.

In accordance with the 'School Admissions Code', the head of school will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

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, 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.

St George's 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.

St. George's will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

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.

School will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. Each school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the '[School uniform supplier](#)' section of this policy.

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

4. Equality principles

St George's takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, each 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.

St George's 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 the school's governing body, and always in accordance with the school's Complaints Procedures Policy.

Gender

To avoid disproportionately impacting pupils of a certain gender, each school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, each 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 our school's uniform policy.

St George's 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, each 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.

St. George's 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, each school will ensure their uniform policy takes into account the needs of these pupils. This includes:

- Ensuring our 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.

5. Complaints and challenges

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

St George's 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.

6. School uniform supplier

Please find below detail of St. George's current school uniform supplier. This is where parents and guardians can buy items of branded clothing. Each school does not restrict families to solely purchasing from this suppliers and we promote non-branded, cheaper alternatives.

Headmasters shop which is on 11 Union Road, New Mills, High Peak SK22 3EL

info@headmasters-schoolwear.co.uk 01663 749526

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

7. 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 head of school.

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

8. School uniform

Clothing

The school uniform is as follows. No branding is required on any item of clothing.

- Sweatshirt or Cardigan – plain navy or navy with school badge (No adverts)
- Navy or grey skirt / pinafore / trousers / tailored shorts
- White blouse / T-shirt / polo shirt, with or without school badge
- Blue/white or red/white gingham dress
- White / Navy socks / Navy tights
- Black Shoes or black trainers (All black)
- Sun Cap

PE Kit

- Red t-shirt (plain coloured)
- Navy shorts
- Black plimsolls or trainers with non-marking soles
- Navy, black or grey hoody, sweatshirt or fleece (plain coloured)
- Black or navy jogging bottoms (plain coloured)
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Jewellery

St. George's Primary have a consistent view on the safe wearing of jewellery.

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

Please be advised that jewellery is personal property 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.

Bags

Pupils must use an appropriately-sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

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

Each school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

St George's 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 each 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 must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly-coloured dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories

9. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside.

Pupils will be advised not to wear any jumpers or cardigans during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers.
- Trousers, or skirts and thick tights.

10. Labelling and lost property

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

Any lost clothing will be taken to the lost property box. All lost property will be retained for one half term and we will then offer this to all parents.