

# School uniform policy

## Winterbourne Junior Girls' School



<b>Approved by:</b>	Teaching and Learning Committee	<b>Date:</b> May 2022
<b>Last reviewed on:</b>	24/5/22	
<b>Next review due by:</b>	May 2025	

## 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 – to that end we adopted the Halo Code in 2021
- › Allow pupils to request changes to swimwear for religious reasons
- › Allow pupils to wear headwear 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
- › Has alternatives to the branded items
- › Essential branded items (i.e. school blazer) for those who receive FSM are provided free of charge in year 3 and again in year 5
- › 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 for example, by only asking that the blazer, worn over the jumper, features the school logo
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, e.g. our school blazer badge is available as an iron on logo

- › Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags
- › 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 – if we do we will provide them free of charge to all pupils e.g. year 6 privilege ties
- › Avoiding different uniform requirements for extra-curricular activities i.e. pupils take part in extra-curricular activities in their school P.E. kit.
- › 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

At Winterbourne Junior Girls' School we place an emphasis on pride in our school community. A visible indication of this is in the standard of students' uniform.

The school uniform is as follows:-

#### **WINTER UNIFORM**

- Black school Blazer (compulsory)
- Black pinafore dress
- Black uniform skirt
- Black uniform trousers
- White school shirt with a buttoned collar (long or short sleeved)
- Scarlet Red school cardigan or jumper (available with a school logo)
- White, red, black socks/tights of a plain design
- School tie – available from the school office/ Hewitts of Croydon
- Sensible black school shoes

If a hijab is worn, it must be either, plain black or plain white and fastened without pins

Hair ornaments must be of plain design and in **school colours**.

Only small studs earrings are allowed.

Boots may be worn to school in bad weather but pupils are expected to change into their school shoes in school.

#### **SUMMER UNIFORM**

- Black school blazer

- Red and white gingham school summer dress
- Sensible black school shoes
- Socks - plain white or black (no tights)

### **P.E. KIT**

- T-shirt – Red (available with a school logo)
- Shorts – Black
- Trainers – black (trainers preferred)
- Black tracksuit top (available with a school logo)
- Plain Black jogging bottoms (plain no logo or stripes)

## **4.2 Where to purchase it**

- › Items of school uniform can be purchased from Hewitts of Croydon and Bubble Gum Thornton Heath for any branded items parents would like to purchase
- › All items can be purchased from any high street retailer
- › School logo badges can be purchased from the school office at a price of £2
- › We also have a stock of second hand uniform managed by the school – please contact the school office if you require items.

## **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)

Pupils are also expected to contact the headteacher 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 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 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 the school's Senior Leadership Team.

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
- › 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 3 years by the headteacher. At every review, it will be approved by the Teaching and Learning Committee

## **7. Links to other policies**

This policy is linked to our:

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