

Proud to work, learn and grow together

School uniform policy

Robert Wilkinson Primary Academy



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| Approved by: | Local Governing Body | Date: 12.10.22 |
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Contents

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|--|---|
| 1. Aims | 3 |
| 2. Our school's legal duties under the Equality Act 2010 | 3 |
| 3. Limiting the cost of school uniform | 3 |
| 4. Expectations for school uniform | 4 |
| 5. Expectations for our school community | 5 |
| 6. Monitoring arrangements | 6 |
| 7. Links to other policies | 6 |

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 our 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 do this by:

- Making any items with distinctive characteristics optional
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- 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

No branded items of uniform are compulsory.

Uniform:

Plain black or grey trousers or tailored shorts.

Plain black or grey skirt or pinafore

Red gingham summer dress.

Red, white or navy blue polo short or white blouse.

Red Jumper or cardigan - This can be plain or with the school Logo

Plain black sensible styled shoes.

PE uniform: To be worn all day on PE Days

Black PE shorts.

White t-shirt.

Outdoor trainers (non-marking soles).

Plain black jogging bottoms.

Plain black warm top/outdoor tracksuit top with no hood.

Swimming uniform: Only required for children in years 2-6

We ask that the children bring an appropriate swimming bag

Full swimming costume or fitted swim shorts

Towel

Goggles

Swimming hat (these can be purchased from the school office)

Forest Schools uniform

Children in FS2 & KS1 need to have a spare pair of wellies in school

Forest Kits (Waterproof coat & trousers) can be purchased via a link on the school website. (These are unbranded, alternatives can be worn). School also has spare Forest Kits that can be worn by children who do not bring their own

Other Uniform Expectations

Jewelry is not encouraged in school. However children can wear plain stud earrings but they must be removed for PE. Watches can also be worn. Jewelry remains the responsibility of the child.

Long hair should be tied back if it impacts on learning and should always be tied back during PE.

Hair should be a natural colour

4.2 Where to purchase it

School uniform items can be purchased from School Shop. You can visit the shop in Elvington or you can purchase items online. Branded items of school uniform can only be purchased from School Shop.

School Shop,

Unit 4-5 Handley Court,

Elvington Ind Estate,

York,

North Yorkshire.

YO41 4AR

01904 607331

sales@school-shop.co.uk

Parents are encourage to contact school if they require support with school uniform

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 our 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 our 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 Headteacher

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 three years by our Headteacher. At every review, it will be approved by the Local Governing Body.

7. Links to other policies

This policy is linked to our:

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