

Russell Lower School Uniform Policy

Autumn 2023

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. Changes to swimwear requirement can also be made to allow for medical and SEND reasons
- Allow pupils to wear headscarves and other religious or cultural symbols. Headscarves may also be worn for medical and SEND reasons
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Nicki Walker (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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 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

Our children take pride in wearing their school uniform and it significantly helps them to adjust happily and quickly to their new school life. We ask that all parents support our Uniform Policy.

UNIFORM	
Cardigans Sweatshirts	Purple with school logo
Skirts/Skorts Pinafores Trousers/Shorts	Grey (any brand)
Polo Shirts	White (any brand)
Check dresses in school uniform style	Lilac/White (any brand)
Shoes should be suitable school style black shoes (not trainers). If your child has difficulty with shoe laces we recommend shoes with a velcro fastening. Socks and tights should be grey, white or black.	

P E K I T	
T Shirt	Purple with school logo
Shorts	Black (any brand)
Plimsolls All children will go bare foot in the hall for PE but plimsolls or trainers will be needed for outside PE/games during the summer	
PE Bag - named on the outside please (does not have to be branded)	
Swimming – when children swim in Year 3 and 4 they will need a costume (boys need tight trunks not loose shorts) and a towel. These can be of any brand.	
Bags – school branded books bags and rucksacks are not essential	

Items of embroidered uniform with the school logo are available from **Prestige Design Limited**, 46-48 High Street, Flitwick Bedfordshire. MK45 1DX. All skirts and trousers should be of a grey school uniform style.

Please ensure that zips and buttons are not too difficult for your child to manage.

Please consider the suitability of footwear for running around on a playground and we ask that all children wear socks. **Trainers are not to be worn inside.**

Jewellery is not permitted in school, with the exception of stud earrings. All ear-rings should be removed or covered for PE. Although we do not recommend ears to be newly pierced during term time, any child who is unable to remove their ear-rings for PE should come to school on PE days with the ear-rings covered by tape.

Please ensure all items of clothing and shoes are clearly labelled with your child's name. Please name bags/lunchboxes on the outside

Hair should be its natural colour (no extreme dyed colours) and we do not allow extreme hairstyles, included shaved 'patterns' into hair. Only 'flat' headbands are permitted (for example, no 'cat ears' etc.)

Pre-loved uniform sales – our PTA regularly hold pre-loved uniform sales. Please see newsletters for the dates.

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 Nicki Walker (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 Nicki Walker (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 a member of the 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 Nicki Walker (Headteacher) At every review, it will be approved by the Governing Board.

7. Links to other policies

This policy is linked to our:

- Behaviour and anti-bullying policy
- Equalities duty and objectives statement
- Complaints policy