



# School Uniform Policy

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| <b>Approved by:</b>     | West Wycombe School Local Governing Board |
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| <b>Policy Source:</b>   | The Key Model Policy                      |

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## 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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher/ Head of School, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## 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
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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

The uniform below sets out our expectations of school uniform. Children do not need to wear the uniform with the school logo.

## Summer Uniform

### After Easter – October Half Term



Red  
Gingham  
School  
Dress



White  
Polo Shirt



Red  
Cardigan



Black  
Tailored  
Shorts

## **Winter/All Year Uniform**



Black  
Pinafore Dress



**Reception**  
**Class Only**  
White Polo Shirt



Black Skort or  
Skirt



**Year 1-6**  
White Shirt



Black Tailored  
Trousers  
*Not Leggings*



Red and Black  
**Year 1 – 3**  
Elastic Tie,

**Year 4-6**  
Non-elasticated tie



Red  
Cardigan or  
Jumper



Red or black tights

White knee length  
socks



Black Tailored  
Trousers  
*Not Joggers*



**Reception**  
**Class Only**  
White Polo Shirt



Red V Necked  
Jumper



**Year 1-6**  
White Shirt



Red and Black  
**Year 1 – 3**  
Elastic Tie,

**Year 4-6**  
Non-elasticated ties

## PE Uniform

### All Children



Black Joggers



Red Round Neck  
Tshirt



Black Shorts

#### **Whole School dress code**

- Children with hair shoulder length or longer must have it tied back with a suitable band (plain red, white or black).
- Hairstyles should be appropriate for school eg no 'Nike' ticks, shaved or patterns shaved into hair, no dying of hair, no hair gel.
- Jewellery is not permitted (other than medi alerts).
- Nail varnish is not permitted.
- Plain black or white hijab can be worn.  
(Garments covering the face or whole body are not permitted)  
Turbans must be plain black or white.

Children who persistently do not comply with the school's guidance may be sent home.

#### **Earrings**

Earrings may be worn into school but must only be a plain stud. Children should not wear them into school on PE days OR must remove them themselves before the lesson. Adults will not assist with this. Ears being pierced during term time should be avoided to allow healing during a holiday. If piercings are not healed and earrings stay in during PE they must be taped for this lesson.

## **4.2 Where to purchase it**



School uniform can be purchased from PMG Schoolwear in High Wycombe, Church Square, High Wycombe, telephone: 01494 529693

<https://pmgschoolwear.co.uk/>

There are termly second hand uniform sales run by the school.

## **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, who, 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, who, 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 SLT, in line with our Behaviour Policy.

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 annually and approved by the Great Learners Trust Board.

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

This policy is linked to our:

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