Great Learners Trust

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School Uniform Policy

Approved by:	West Wycombe Board of Trustees
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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 Mr Ventin, 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

We recognise, acknowledge and respect individual's identities. Uniform may be adapted for children with SEND sensory or to meet a child's protected characteristics following consultation with Gareth Ventin, Head of School. School uniform is compulsory for all pupils at West Wycombe School.

- Black trousers, skirt or shorts
- White polo shirt
- Branded school jumper or cardigan
- Black, grey or white socks or tights
- Red checked summer dress during the summer months.
- Black school shoes

PE Kit (to be worn on class PE days):

- Plain red t-shirt
- Branded school jumper
- Black jogging bottoms, shorts or leggings
- Black or white trainers (small logo or stripes are acceptable)
- In Year 4, children will participate in swimming lessons and will need to provide a swimming costume, hat, and towel.

Hair and accessories:

- Hair that is shoulder length or longer should be tied up with a plain hairband
- Children are permitted to wear plain stud earrings only and must be able to remove their own earrings for PE lessons. Hooped or long earrings are not allowed to be worn in school due to health and safety.

Optional Items:

• Plain red or black headwear e.g. hijabs or turbans etc.

Uniform expectations:

All items of clothing must be clearly named.

• Nail varnish and jewelry are not permitted.

• Boots and trainers are not permitted, and children must wear a pair of sensible black school shoes.

• Children should have a small bag to bring their reading book, water and packed lunch to school.

• Children should have a warm and waterproof coat for inclement weather; there are no expectations over the colour or design of this.

• Children throughout the school will partake in Forest School sessions so should bring a pair of wellies, long sleeved top and a change of trousers to school on these dates. Parents/carers are informed of these in advance of these sessions.

• In the summer, children should bring a hat to school.

4.2 Where to purchase it

New branded uniform can be purchased from PMG Schoolwear

PMG Schoolwear High Wycombe

Unit 67, The Eden Centre

29 Eden Walk

High Wycombe

HP11 2AU

Tel. 01494 529693

highwycombe@pmgschoolwear.co.uk

www.pmgschoolwear.co.uk

Non-branded uniform can be purchased from a wide range of shops and supermarkets. To purchase second-hand uniform, please contact the school office.

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 Gareth Ventin, Head of School 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 Gareth Ventin, Head of School 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 Gareth Ventin, Head of School.

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