



Uniform Policy

Approved by FGB November 2023

Review Date November 2026

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

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 of 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 more 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 the headteacher, who can answer questions about the policy and respond to any requests.

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 of Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as school logo) 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

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 or long-lasting items
- Considering cheaper alternatives to school-branded items
- 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 extra-curricular activities
- Making sure that arrangements are in place for parents to acquire pre-loved uniform
- 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.

Expectations for school uniform

Our school's uniform

Please see the full list of uniform at the end of this document in Appendix 1.

Where to purchase it

All items of school uniform can be ordered online from www.pmgschoolwear.co.uk or purchased from their local shop in High Wycombe (5 Church Square, High Wycombe, HP11 2BN, Tel 01494 529693).

Expectations for our school community

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.

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 and in good condition
- Clearly labelled with the child's name

Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families reminders about the uniform policy and offer support as needed.

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.

Monitoring arrangements

This policy will be reviewed every three years by our Governors at Premises, Finance and Personnel.

Links to other policies

This policy is linked to our:

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

Appendix 1 –

Our school colours are: White, grey, navy and black.

School Uniform

Shirt/Blouse/ Polo Shirt – White

Pullover/Cardigan/Sweatshirt – Navy either with or without or logo (logo is not mandatory)

Trousers/Shorts – Dark grey or black

Skirt – Dark Grey or Navy

Dress (Summer) – Blue Check or Stripes

Shoes – Black

Long hair – should be tied back with a plain band

If you wish to purchase branded sweatshirts and cardigans they are available from PMG Schoolwear in High Wycombe Church Square.

PE Kit

T-shirt – colbalt blue polo top (available from most supermarkets in packs of x2/3)

Shorts – Black or navy

Plimsoles/trainers – preferable plain coloured

Most of our sessions are outdoors so a spare jumper/tracksuit top is helpful for colder days.

Please note on hot days a water bottle is necessary and sun cream must be applied before the school day.

PE in the Hall is generally done in bare feet. Plimsolls or trainers are needed for outdoor work. Trainers and tracksuit should be available for outdoor sessions and may only be worn for PE in colder weather.

