

Glebelands Primary Academy



School Uniform Policy

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 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 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 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 or long-lasting items, such as coats
- Considering cheaper alternatives to school-branded items, such as logos not being necessary
- 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 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

Expectations for school uniform

Our school's uniform

We try to ensure that the uniform is as simple and wearable as possible. The uniform available from the office, generally comprises of a white polo shirt bearing the school logo. This should be teamed with grey or black skirts, trousers or shorts. The school sweatshirt or cardigan bearing the logo is red and is also available from the office. In winter, some children also wear a Glebelands jacket and in the summer, some of the girls prefer a red gingham dress. Items bearing the school logo are optional; you are free to choose similar items that are without the school logo. Children in Year 5 and 6 will have swimming lessons and will therefore need a swimsuit, towel and swimming hat.

Parents who choose not to purchase items through the school office are requested to choose items in keeping with the school colours. Although uniform cannot be made compulsory, the majority of our parents would agree it is part of what makes Glebelands special; it is therefore actively encouraged.

Uniform Price List (if bought direct from the school)

Sweatshirt	£10.50
Polo shirt	£8.00
Cardigan	£11.00
Fleece	£19.95
PE Kit (T-shirt and shorts)	£8.00
PE Bag	£4.85

Book Bag	£4.65
Baseball Cap	£4.00
Swimming Hat	£1

We ask that necklaces, bracelets and rings are not worn to school as they pose a health and safety risk. Any earrings worn, should be stud earrings (one pair only) and watches with cameras are not permitted. All jewellery must be removed for PE. If they are not able to remove earrings themselves, please remove before school on PE days. We cannot tape earrings; if they cannot be removed, children will not be able to participate in their PE sessions.

Where to purchase it

Uniform can be purchased from the school office or from any high street retailer or supermarket where available. Our PTA will hold second-hand sales throughout the year.

Expectations for our school community

Pupils

Pupils are encouraged 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 head teacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents and carers

Parents and carers are asked 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 asked to contact the head teacher 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 asked 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.