



# St Bartholomew's CE Primary School

## School Uniform Policy

### Our Vision:

At St Bartholomew's we provide a gate way of discovery through our diverse curriculum and nurture global disciples who positively impact God's gift to us – the world. Our curriculum enables our learners to recognise their place in the wider world by enabling them to understand their place in Pinchbeck West; the importance and value of where they live. It aims to develop agents of change who are taught to protect the environment, solve problems to ensure society is a better place and take responsibility for their actions to make the future a somewhere far improved from where it is. There is clear focus on developing a rich vocabulary through a text centred approach and providing learners with the opportunity to independently gain powerful knowledge to ensure their future success. Through boundless forgiveness, compassion and a safe learning environment our children can Let their Light Shine (Matthew 5:16). We learn to love responsibly by developing the skills and knowledge needed under God's spiritual counsel, bringing light to all those around us. We are beacons of hope for our communities guided by God's spirit and love.

**Community** - everyone is treated with dignity through an ethos of respect for all. Care is given to our environments. This spirit permeates our daily lives as we walk side by side together following in God's footsteps.

**Hope** - every person is guided to fulfil their hopes and aspirations, enabling them to reach their full potential. We place no ceiling on expectations. Our growth mind-set helps us to accept where we are, understand barriers and with hope and faith overcome and succeed.

**Wisdom** - we give our children exceptional experiences, everlasting knowledge and equip them with the skills needed to make good judgements for the greater good, guided by God's patience and love.

**Dignity** - we radiate belief which generates self-worth in all who come through our doors. Everyone is reminded daily of their worth and significance in our community.

## 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 Miss Ingle or Mrs Waine 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
- 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 and bags
- 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 New Uniform

From September 2022 our new uniform will be jade green and navy (please see the images below).

#### The new uniform will be:

Jade Green polo shirt

Navy Jumper/cardigan

Grey skirt or trousers (not black)

White/black/navy/grey socks

Black shoes (no trainers)

Green summer dress

PE kit consists of:

White t-shirt

Navy shorts

Navy tracksuit

Navy leggings

Navy school reversible jacket/navy fleece or unbranded version

Trainers

Swimming costume (tight fitting trunks or over the knee shorts for boys/one piece costume for girls)

Swimming hat

Hair accessories should be green or navy please. No fashion headbands or non-prescription glasses will be allowed in school. One pair of single stud earrings are allowed but please ensure that piercing takes place at the beginning of the summer holidays to avoid children having to miss PE. Rings, bracelets, and other jewellery should not be worn for health and safety purposes please. Nail varnish and other make-up should not be worn to school. This does not include the school discos and parties. We understand that children should be able to express themselves and that hair can be a way to do this. However, dyed hair – unless wash out dye for charity events- is not prohibited in school.



## 4.2 Where to purchase it

Uniform with the school logo will be available to purchase via ParentMail (our school communication platform) until 18<sup>th</sup> April 2023 and then it will be stocked at the Sign Design uniform shop in Spalding or alternatively can be sourced from Asda, Morrisons, Sainsbury's and Marks and Spencer.

Currently, the only stockist with our school colour of jade green summer dresses is Marks and Spencer. However we are continually trying to source alternative providers. Marks and Spencer summer attire is a comparable price to other high street brands and summer uniform is not compulsory.

[https://www.marksandspencer.com/girls-gingham-pleated-dress/p/clp60433805?color=GREEN#intid=plpnav\\_swatch|pid\\_pg1pip29g4r2c2&gid=1&pid=2](https://www.marksandspencer.com/girls-gingham-pleated-dress/p/clp60433805?color=GREEN#intid=plpnav_swatch|pid_pg1pip29g4r2c2&gid=1&pid=2)  
[https://www.marksandspencer.com/girls-2-in-1-gingham-pleated-dress/p/clp60433767?color=GREEN#intid=plpnav\\_swatch|pid\\_pg1pip29g4r5c1&gid=1&pid=2](https://www.marksandspencer.com/girls-2-in-1-gingham-pleated-dress/p/clp60433767?color=GREEN#intid=plpnav_swatch|pid_pg1pip29g4r5c1&gid=1&pid=2)  
[https://www.marksandspencer.com/girls-gingham-pleated-playsuit/p/clp60442465?color=GREEN#intid=plpnav\\_swatch|pid\\_pg1pip29g4r8c1&gid=1&pid=2](https://www.marksandspencer.com/girls-gingham-pleated-playsuit/p/clp60442465?color=GREEN#intid=plpnav_swatch|pid_pg1pip29g4r8c1&gid=1&pid=2)

## 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 Miss Ingle 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 Miss Ingle 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.

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 yearly by the senior leadership team. At every review, it will be approved by full governing body.

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

This policy is linked to our:

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

Written by Miss Sophie Ingle, Headteacher

Adopted: September 2022

Review Date September 2023