

# School Uniform Policy



‘We have a thriving school community. Our families are valued and well informed. Strong partnerships ensure they are listened to, and their views respected.’

Vision 25

Approved by:	Andrea Stirling-Williams	Date: September 2022
Last reviewed on:	November 2023	
Next review due by:	November 2024	

## 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 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 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 Kim Potter (Family Liaison Officer), who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of school uniform

The Abbey community designed a new school uniform in 2021. The community wanted something that stood out, demonstrated high standards and was of a high, long-lasting quality. We believe that if children are smart, comfortable and proud this will reflect in their learning. Therefore, to support the new uniform:

- ▮ As we introduce the new uniform, we are providing the previous uniform free of charge (subject to availability).
- ▮ The previous uniform can be phased out over a period of two years.
- ▮ Pupil premium families are entitled to a £5.00 gift voucher to help towards the cost of the new uniform.
- ▮ The tartan is optional, and children may wear an alternative grey skirt/dress.

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 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:

- Limiting any items with distinctive characteristics where possible with the school logo
- 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 apart from Year 6 as agreed by the School Council
- Avoiding different uniform requirements for extra-curricular activities
- In the future working with the PTA to source 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
- We will always support a family who has financial difficulty to purchase the new uniform

## 4. Expectations for school uniform

### 4.1 Our school's uniform

- Blue knitted V-neck jumper/cardigan with embroidered school logo
- Classic white polo shirt with or without the school logo
- Optional Winterbottom blue tartan skirt/pinafore or a plain grey skirt/pinafore tailored trousers/short
- Royal/Gold striped tie (Year 6)
- Children may wear blue or yellow 'summer dresses' during the Summer Term and September
- Black shoes and plain trainers on PE days
- On PE days – Abbey blue or coloured house tops (logo is optional) and plain black/royal blue PE shorts/trousers with a plain royal blue top (logo is optional)
- Where to purchase it: <https://www.yourschooluniform.com/schools/index/abbey-primary-school-morden>

Alternatively plain items are available in most supermarkets and high streets.

## 5. Expectations for our school community

### 5.1 Pupils

Pupils are expected to always wear the correct uniform (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 Kim Potter 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 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
- Considers 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, in the first instance termly by Andrea Stirling-Williams (Headteacher). At every review, it will be approved by the Governing Body.