

School Uniform Policy



Policy developed by Mr Grogan (Headteacher) in consultation with all staff and parents/carers: February 2022 – April 2022

Policy approved by Governors: May 2022

A handwritten signature in black ink that reads "Fiona Taylor".

Chair of Governors

A handwritten signature in black ink that reads "M. Grogan".

Headteacher

Policy shared with staff and shared on the school website: May 2022

'Never settle for less than your best'

SCHOOL UNIFORM POLICY

Our school motto

Never settle for less than your best.

Our Vision

Following in the footsteps of Jesus, each member of our community will flourish as resilient, respectful and adaptable individuals prepared for life's journey. Along the way we will encourage and inspire each other to continue growing as beacons of light in our own lives and the wider world.

Our Mission Statement

St. George's Central seeks to provide quality education rooted in the Christian faith, serving the spiritual, moral, and educational needs of the community of which it is part.

Introduction

St. George's Central CE Primary School and Nursery believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all children, regardless of their protected characteristics or socio-economic circumstances. This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all children, and is affordable and the best value for money for the school and families. We believe that children learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- [Updated] The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour and Relationships Policy

Roles and responsibilities

The Governing body is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, children and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.

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- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance:
<https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Ensuring that their child's uniform is clearly labelled with their name.

Children are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost principles

St. George's Central CE Primary School and Nursery is committed to ensuring that its school uniform is affordable and accessible to all children, and does not place an unreasonable financial burden on parents/carers. In accordance with the 'School Admissions Code', the school will ensure that the school's uniform policy does not discourage parents/carers from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents/carers.
- Parents/carers with multiple children who are, or will be in the future, children at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- CLA and PCLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents/carers would need to purchase for a child, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents/carers will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

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The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents/carers where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school takes into consideration environmental impact of uniform and makes provision for items to be recycled and re-used where possible.

The school will not amend uniform requirements regularly and will take the views of parents/carers and children into account when considering any changes to school uniforms.

Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all children are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any children by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out earlier in this policy.

The school will ensure that parents/carers and children are consulted over any changes to school uniform, and that views and advice is sought specifically from children, and parents/carers of children, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that children are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender children are supported to access the uniform that best reflects their gender expression.

The school ensures that children who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community. Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing body, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these children cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

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Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy. To make a complaint, parents/carers should refer to the Complaints Procedures Policy and follow the stipulations outlined. When a complaint is received, the school works with parents/carers to arrive at a mutually acceptable outcome. Governors are willing to consider reasonable requests for flexibility to allow a child to accommodate particular social and cultural circumstances.

School uniform suppliers

Our current school uniform suppliers are:

Name of supplier	Icon Embroidery		Wendy's Uniforms
Address	Unit 5 The Gables, Stour Road, Tyldesley, M29 7PX	8 Market Street, Atherton, M46 0DN	428 Tyldesley Road, Atherton, M46 9AT
Telephone number	01942 375253	01942 665155	01942 877317
Email address	sales@iconembroidery.co.uk		wendyjaynehopkins@hotmail.co.uk

Our school uniform supplier accepts school uniform assistance vouchers.

Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms. School uniform assistance is provided via a voucher worth **£30** that can be spent on school clothing. The budget for the school uniform assistance scheme comes from pupil premium funds.

To claim school uniform assistance, parents/carers should be eligible for FSM. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil. Families who meet the criteria should contact our School Business Manager, Mrs Smith. Any other families, who may not be eligible for FSM, but who may require school uniform assistance, should contact our Learning Mentor, Mrs Kearns.

The school holds second-hand school uniforms in the Learning Mentor's room for parents/carers to access; access to these uniforms is available upon request made to the Learning Mentor/school office. Parents/carers are invited to donate their child's uniform when they no longer need it.

Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour and Relationships Policy. The headteacher, or a person authorised by the headteacher, is permitted to ask a child to briefly go home to remedy breaches to the school's uniform.

When deciding whether to allow a child to return home, the school considers the child's age and vulnerability, the length of time it will take, and the availability of the child's parents/carers.

Where a child has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'. If a child repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'. Parents/carers will be notified in all cases.

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School uniform

Our school colours are: Navy Blue/Grey/Black

The school uniform is as follows:

School Uniform (including Lancaster Avenue Nursery and Darlington Street Nursery)				
Item	Optional or Required	Branding	How to acquire	*Cost per item from school supplier
Navy blue: sweatshirt or cardigan	Required	School logo on right-hand side (<i>iron-on school logo available</i>)	Branded sweatshirt and cardigan available from school suppliers, some availability of second hand items through contacting the school office. Navy Blue sweatshirt or cardigan can be bought from regular retailers. Iron-on logo buttons available from school suppliers.	<p style="text-align: center;"><u>Wendy's</u> Sweatshirt: £8.00 Cardigan: £9.00</p> <p style="text-align: center;"><u>Icon Embroidery</u> Sweatshirt: £8.50 Cardigan: £9.50</p>
Navy blue: polo shirt	Required	School logo on right-hand side (<i>iron-on school logo available</i>)	Branded polo shirt and available from school suppliers, some availability of second hand items through contacting the school office. Navy Blue polo shirt can be bought from regular retailers. Iron-on logo buttons available from school suppliers.	<p style="text-align: center;"><u>Wendy's</u> £6.00</p> <p style="text-align: center;"><u>Icon Embroidery</u> £7.00</p>
Grey or black: trousers, shorts, skirt, pinafore or blue and white checked summer dress	Required	No branding	Available from school suppliers, some availability of second hand items through contacting the school office. Items also available from regular retailers.	<p style="text-align: center;"><u>Wendy's</u> Boys trousers: £5.00 Girls trousers: £9.00 Shorts: £5.00 Skirt: £5.00 Pinafore: £9.00 Summer dress: £3.00</p> <p style="text-align: center;"><u>Icon Embroidery</u> Boys trousers: £6.00 Girls trousers: £9.00 Shorts: £5.50 Skirt: £5.50 Pinafore: £9.00 Summer dress: £7.00</p> <p style="text-align: center;"><u>Regular retailers</u> Price dependent on retailer</p>
Sensible, plain black shoes (<i>no trainers or boots with heels</i>)	Required	No branding	Available from regular retailers.	<p style="text-align: center;"><u>Regular retailers</u> Price dependent on retailer</p>
Grey, white or black: socks or plain tights	Required	No branding	Available from regular retailers.	<p style="text-align: center;"><u>Regular retailers</u> Price dependent on retailer</p>

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PE kit – Darlington Street Nursery

Item	Optional or Required	Branding	How to acquire	*Cost per item from school supplier
Black: Pumps <i>(Shoes and pumps that have a Velcro fastening are ideal for nursery children as it helps their independence)</i>	Required	No branding	Available from school suppliers, some availability of second hand items through contacting the school office. Items also available from regular retailers.	<u>Wendy's</u> £4.00 <u>Icon Embroidery</u> £5.00 <u>Regular retailers</u> Price dependent on retailer
Pump bag <i>(used to store pumps in school)</i>	Required	No branding	Available from school suppliers, some availability of second hand items through contacting the school office. Items also available from regular retailers.	<u>Wendy's</u> £2.00 <u>Icon Embroidery</u> £4.00 <u>Regular retailers</u> Price dependent on retailer

PE kit – Reception-Year 6 (Indoor PE kit)

Item	Optional or Required	Branding	How to acquire	*Cost per item from school supplier
Black: Pumps	Required	No branding	Available from school suppliers, some availability of second hand items through contacting the school office. Items also available from regular retailers.	<u>Wendy's</u> £4.00 <u>Icon Embroidery</u> £5.00 <u>Regular retailers</u> Price dependent on retailer
Pump bag <i>(used to store pumps and indoor PE kit in school)</i>	Required	No branding	Available from school suppliers, some availability of second hand items through contacting the school office. Items also available from regular retailers.	<u>Wendy's</u> £2.00 <u>Icon Embroidery</u> £4.00 <u>Regular retailers</u> Price dependent on retailer
School blue/white: PE t-shirt or Plain white: t-shirt	Required	School logo on right-hand side <i>(iron-on school logo available)</i>	Branded PE T-shirt available from school suppliers, some availability of second hand items through contacting the school office. Plain white t-shirts available from regular retailers. Iron-on logo buttons available from school suppliers.	<u>Wendy's</u> £8.00 <u>Icon Embroidery</u> £9.00 <u>Regular retailers</u> Price dependent on retailer
Plain navy blue: shorts	Required	No branding	Available from school suppliers, some availability of second hand items through contacting the school office. Items also available from regular retailers.	<u>Wendy's</u> £4.00 <u>Icon Embroidery</u> £4.00 <u>Regular retailers</u> Price dependent on retailer

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PE kit – Year 1-Year 6 (Outdoor PE kit)

Item	Optional or Required	Branding	How to acquire	*Cost per item from school supplier
School tracksuit	Required	School logo on right-hand side (<i>iron-on school logo available</i>)	Branded tracksuit top available from school suppliers, some availability of second hand items through contacting the school office. Iron-on logo buttons available from school suppliers.	<u>Wendy's</u> **£15.00 <u>Icon Embroidery</u> **£15.00 **includes £9 school supported discount
School blue/white: PE t-shirt or Plain white: t-shirt	Required	School logo on right-hand side (<i>iron-on school logo available</i>)	Branded PE T-shirt available from school suppliers, some availability of second hand items through contacting the school office. Plain white t-shirts available from regular retailers. Iron-on logo buttons available from school suppliers.	<u>Wendy's</u> £8.00 <u>Icon Embroidery</u> £9.00 <u>Regular retailers</u> Price dependent on retailer
Plain navy blue: shorts	Required	No branding	Available from school suppliers, some availability of second hand items through contacting the school office. Iron-on logo buttons available from school suppliers.	<u>Wendy's</u> Shorts: £4.00 <u>Icon Embroidery</u> Shorts: 32" waist: £4.50 34" – 40" waist: £5.50
Trainers	Required	No branding	Available from regular retailers.	<u>Regular retailers</u> Price dependent on retailer

Children in Year 1 to Year 6 are able to come to school wearing their outdoor PE kit on the days of their outdoor PE lesson

PE kit – Year 3 and Year 4 (Swimming)

Item	Optional or Required	Branding	How to acquire	*Cost per item from school supplier
Swimming trunks/shorts (<i>shorts to not go past knees</i>) Swimming costume	Required	N/A	Available from regular retailers.	<u>Regular retailers</u> Price dependent on retailer

Accessories

Item	Optional or Required	Branding	How to acquire	*Cost per item from school supplier
School book bag	Optional	School logo	Available from school suppliers.	<u>Wendy's</u> £6.00 <u>Icon Embroidery</u> £6.50
Hair accessories	Optional	School colours and minimal in size	Available from school suppliers, some availability of second hand items through contacting the school office. Items also available from regular retailers.	<u>Wendy's</u> From £1.00 <u>Icon Embroidery</u> £2.50 – £3.50 <u>Regular retailers</u> Price dependent on retailer

*Prices are correct as of March 2022

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Skirts must be knee-length. Black tights can also be worn if preferred. Black jeans are not permitted.

Please note: no branded or named sportswear to be worn for school based PE lessons, other than trainers (eg no Nike tracksuit trousers or football shirts etc).

Parents/carers who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- Plain T-shirt with no branding or logos from professional sports teams
- Plain shorts or tracksuit bottoms with no branding or logos from professional sports teams
- Suitable trainers

Parents/carers are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings (silver/gold studs) – no other piercings are permitted. We ask that ears are pierced in the summer holidays to avoid issues when the child needs to remove them for PE lessons.
- A smart and sensible wrist watch.

Jewellery is the responsibility of the child and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

School bag

Pupils must use an appropriately sized waterproof bag to carry their reading books and any equipment. It should hold A4-sized work books comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles

The school reserves the right to make a judgement on where a child's hairstyle or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any children by virtue of their protected characteristics. Each individual child's scenario will be taken into account where any judgements on appropriateness are to be made, and parents/carers will always have the freedom to complain via the school's Complaints Procedures Policy.

Children with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Shaved lines.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

Please note: hair products such as wax, gel or hairspray should not be applied

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Makeup

The school rules on makeup are as follows:

- **No makeup is permitted.**
- **No nail varnish may be worn.**
- False nails and nail extensions are not permitted.
- Temporary tattoos are not permitted.

Adverse weather

All children are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

Labelling

Please ensure all clothing and footwear is clearly labelled with their name/initials. Any lost clothing will be taken to the lost property boxes in each classroom. All lost property is retained for two weeks and then it is added to the box of uniform in the Learning Mentor's room for parents/carers to access.

Monitoring and review

This policy is reviewed annually by the chair of governors and the Headteacher as not only may there need to be amendments based on and legislation or feedback consultation but there may be changes to prices from school suppliers.

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