



SCHOOL UNIFORM POLICY

2023/2024

This policy is in line with the DfE's statutory '[Cost of school uniforms](#)' guidance.

Hartlebury Church of England (Voluntary Controlled) Primary School



Through love, we recognise everyone

*as a **unique** child known to God.*

We will walk with you on

*your **journey** to reach your*

*full **potential**.*

CLU/KG 2023/2024 - VERSION 1 – 29.09.2023

(No changes made in September 2023. Will be reviewed again in December 2023)

Next review date: December 2023

Hartlebury Church of England (Voluntary Controlled) Primary School

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Hartlebury Church of England (Voluntary Controlled) Primary School

SCHOOL UNIFORM POLICY

Statement of Intent

Hartlebury Church of England (Voluntary Controlled) Primary School believes that a consistent school uniform policy provides a sense of belonging and identity for all pupils.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

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 pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

Legal Framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) ‘Cost of school uniforms’
- DfE (2021) ‘School Admissions Code’
- DfE (2021) ‘School uniforms’
- Equality and Human Rights Commission (2022) ‘Preventing hair discrimination in schools’

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

Roles and Responsibilities

The Governing board is responsible for:

- Establishing, in consultation with the Executive Head Teacher, Head of School 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, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The Executive Headteacher (Caroline Unitt) and Head of School (Sophie Bartlett) are responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- 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 shirt.

Staff are responsible for:

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

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Executive Headteacher or Head of School if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Executive Headteacher or Head of School have 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

In accordance with the 'School Admissions Code', the Executive Headteacher and Head of School will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils 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.

The school will keep branded uniform items to a minimum. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

Equality Principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will ensure that its uniform policy is inclusive.

The school will ensure that parents are consulted over any changes to school uniform. Parents' concerns and requests regarding school uniform are handled on a case-by-case basis by the Executive Headteacher, Head of School and the Governing board. Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

The school has a gender-neutral uniform and pupils may wear any of the uniform items listed in the '[School uniform](#)' section of this policy.

Religion and Belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules.

This includes:

- Not banning hairstyles related to a pupil's ethnic origin.
- Not banning hairstyles worn because of cultural, family and social customs.
- Not banning head coverings related to a pupil's culture or ethnic origin

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and Medical Conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy considers the needs of these pupils. This includes:

- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress.

Complaints and Challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

Branded School Uniform Supplier

The school's current school uniform supplier is:

FM Branding

43-44 High Street

Kinver

West Midlands

DY7 6HF

Telephone Number: 01384 878333

Email address: sales@fmbranding.co.uk

Website for ordering uniform: <https://hartleburyprimaryschool.fmbranding.co.uk/>

All of the above information can be found on our school website:

<https://hartlebury.worcs.sch.uk/parents/#uniform>

The school will re-tender the branded uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy.

The Governing board will be able to demonstrate how uniform is procured at the best value for money.

Uniform Assistance

The school will hold second-hand school uniform exchanges half termly. Parents will be invited to donate their child's uniform when they no longer need it.

School Uniform

Hartlebury Church of England (Voluntary Controlled) school uniform requirements are as follows:

Winter Uniform

Maroon reversible coat/fleece (Branded item optional)

Branded maroon sweatshirt or cardigan

Grey trousers, knee-length skirt or pinafore

Yellow polo shirt (Branded option available)

Grey/black/white socks or maroon/grey tights

Black shoes – no heels (laces only when they can tie them)

Wellington boots

Water bottle with child's name and class clearly marked

Branded Book Bag – (Early Years to Year 2)

Years 3-6 a bag that will fit in their locker

Additional Summer Items

Grey shorts

Yellow checked school summer dress

Forest School

Please click on the following link to view the clothing: [Forest School Clothing Requirements](#)

PE Kit

Yellow t-shirt

Black shorts

Black pumps (indoors)

Black jogging bottoms (outdoors)

Trainers (outdoor use only)

Plain maroon hoody (optional)

Parents are responsible for ensuring their child wears or brings their PE kit to school when needed.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn.
- A sensible wrist watch may be worn. Smart watches and watches linked to phones or the internet are not permitted during the school day.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and Forest School.

Hairstyles and Headwear

Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Excessive hair accessories
- Headwear featuring inappropriate words or images

Makeup and Cosmetics

The school rules on makeup and cosmetics are as follows:

- No makeup is permitted other than during school performances, charity events etc
- False nails and nail extensions are not permitted

Adverse Weather

All pupils will be advised to wear weather-appropriate clothing.

Labelling and Lost Property

Parents must ensure that pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to lost property, located by the Early Years Unit. All unnamed lost property is offered at uniform swap events at the end of each half term.

Monitoring and review

This policy will be reviewed annually. Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

The next scheduled review date for this policy is December 2023.