



**School Uniform Policy**

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**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 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 Carole Thomson, SEND Co, via the school

office who can answer questions about the policy and respond to any requests

### **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. We do not insist on items featuring the school logo, but it is preferable that the school jumper has the school logo on it
- Limiting items with distinctive characteristics to low-cost 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, 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/class 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

### **4. Expectations for school uniform**

#### **4.1 Our school's uniform (See Appendix A)**

- Required Branded items: None
- Optional Branded items: School Jumper and Polo Shirts, school coat and book bag
- Generic items: PE Kit and clothing for Forest Schools
- Expectations for PE: We ask that children come into school on PE days wearing their PE kit. This consists of a white T shirt, navy blue shorts or

jogging bottoms/leggings and a navy sweatshirt or hooded top. Trainers should be worn on PE days

- › Expectations for jewellery and hairstyles: Jewellery is not permitted for health and safety reasons. The only exceptions are small stud earrings or jewellery worn for religious or cultural reasons. Earrings must be removed or taped over for PE sessions. Extreme hair styles (including tram lines/shaved heads) are not permitted. All long hair should be tied back for Health and Safety reasons.
- › Expectations for shoes: black or white shoes or trainers (black or white). Sandals, if worn must have a back strap and socks must be worn at all times
- › Forest School: long sleeved tops and trousers or leggings should be worn. Wet weather clothes – waterproof jacket with a hood, waterproof trousers and wellies should also be worn

## **4.2 Where to purchase it**

- › Logo items can be purchased from Broadwater Sports, Broadwater Street, Worthing or online at First4Uniform
- › All generic items can be purchased at most supermarkets or large clothing retailers that stock school uniform
- › Second hand uniform is available all year round via the school office. We encourage parents to bring their old uniform in that is still in good condition to pass on to other parents/carers.
- › Uniform vouchers are given out to all those in receipt of Pupil Premium each year. These can be accessed via the school office.

## **5. Expectations for our school community**

### **5.1 Pupils**

Pupils are expected to wear the required uniform at all times (other than specified non-school uniform days) while:

- › On the school premises
- › At out-of-school events or on trips that are organised by the school, or where they are representing the school

### **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:

- › Clearly labelled with the child's name
- › Clean and in good condition

Parents are also expected 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 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 ensure children have the correct uniform. They will discuss any concerns initially with the parent/carer and offer support (ie access to second hand uniform), but will follow up with the head teacher 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 bi-annually by the Leadership Team. At every review, it will be approved by the Teaching and Learning committee.

## 7. Links to other policies

This policy is linked to our:

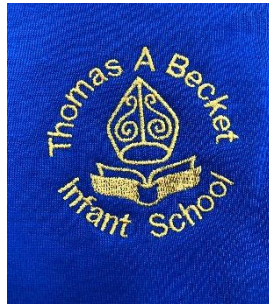
- › Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy

<b>Committee</b>	<b>Signed by</b>	<b>Date</b>
<b>Teaching &amp; Learning</b>	<b>Chair – Johanna Hopkins</b>	<b>4 October 2022</b>
<b>Review Date</b>	<b>Sept 2025 unless guidance changes</b>	

## Appendix A

# School Uniform at Thomas A' Becket Infant

Blue jumper



Blue checked dress



Blue cardigan



Grey skirt



Grey pinafore



Grey shorts



Grey trousers



White T-Shirt



Black shoes or trainers  
can be worn



Black shoes



Black or white trainers



## What do we wear for PE?

Navy/blue shorts



Navy/blue jogging bottoms



Navy/blue sweatshirt

