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# Downham C of E Primary School Uniform Policy 2025

Approved by: Under Chairs Action, Linda Wright

## **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

## **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 the leadership team, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## **The Role of Parents**

We believe that one of the responsibilities of parents is to ensure that their child has the correct uniform and PE kit, and that it is clean, in good repair and that the child's name is written on all items. If a parent has difficulties for any reason with fulfilling this request, they are asked to speak confidentially to a senior member of staff to discuss the issues. Parents should be assured that we will do all we can to help. Parents may be contacted to discuss the matter if incorrect uniform becomes a concern.

## **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 items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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

### **Expectations for school uniform**

- School shoes should have heels no higher than 3cm.
- Longer hair should be tied back with an appropriate coloured hair accessory (school colours)
- Jewellery is not allowed to be worn with the exception of analogue/digital watches (not Smart watches/Fitbit) and small stud earrings.
- No makeup or nail varnish to be worn
- Appropriate coats are to be worn in school (all-weather proof ideally with a hood; no political/inappropriate messages, logos or motifs).
- Haircuts should be appropriate – natural colour and not shaved into patterns.

### **Our school's uniform**

<b><u>WINTER UNIFORM</u></b>	<p><b><u>Boys</u></b>          White polo shirt          Grey trousers          Grey jumper with yellow trim.          Black shoes or plain black trainers (not boots)          Black, grey or white socks.</p> <p><b><u>Girls</u></b>          White polo shirt          Grey pinafore dress or grey trousers.          Grey jumper or cardigan with yellow trim.          Black shoes or plain black trainers (not boots)          Black or grey tights, or black, grey or white socks.</p>
Key Stage 2	<p><b><u>Boys</u></b>          White shirt with yellow and navy striped tie.          Grey jumper with yellow trim.          Grey trousers.</p>

	<p>Black shoes or plain black trainers (not boots) Black, grey or white socks.</p> <p><u>Girls</u> White shirt with yellow and navy striped tie. Grey jumper or cardigan with yellow trim. Grey tailored skirt or trousers. Black shoes or plain black trainers (not boots) Black or grey tights, or black, grey, or white socks.</p> <p>NB. Year 6 will be given a Downham gold tie</p>
SUMMER UNIFORM	<p><u>Boys</u> As above grey trousers or shorts.</p> <p><u>Girls</u> As above yellow and white summer school dresses</p>
For PE	<p><u>Boys and Girls</u> Coloured house logoed t-shirt. Black shorts Black tracksuit Black slip-on plimsolls with white socks. (EYFS and KS1) Black or white trainers Sports bag (logoed available)</p>
Other	<p><u>Boys and Girls</u> Children require an old shirt or apron for messy activities All children are required to bring in a labelled water bottle Infant-sized book bag for EYFS and KS1 with school logo Small rucksack/drawstring bag for KS2 to go on their peg</p>

### **Jewellery and hairstyles**

For health and safety reasons we do not allow children to wear jewellery. The exceptions to this rule are small ear studs in pierced ears, and small objects of religious significance. Wherever possible children are required to remove any jewellery items during PE lessons to prevent them from causing injury. Please note: Earrings must be removed for children to participate in PE lessons and cannot be taped or removed by a member of staff.

### **Where to purchase it**

We do not want families to have to spend enormous amounts of money on uniform, so we try to keep the number of items with school logos to a minimum.

Danielle's School Uniform  
Claydon  
Rayleigh  
Essex SS6 7UP

Open Monday – Saturday 9-5pm Phone number 01268 967542  
E-mail: sales@Daniellesshop.co.uk  
E-mail: www.daniellesshop.co.uk

Please note you can order online and have your child's uniform delivered to your home or to the school.

Non-branded school uniform can be purchased at most supermarkets locally.

Parent volunteers, arrange second-hand uniform sales throughout the academic year.

## **Expectations for our school community**

### **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 Mrs Walker if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **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 Mrs Walker 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.

### **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.

### **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.

### **Monitoring arrangements**

This policy will be reviewed every two years by Mrs Walker, Executive Headteacher. At every review, it will be approved by the Local Governing Body.

### **Links to other policies**

This policy is linked to our:

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