



School Uniform Policy

St Helen's Primary



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 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 the head teacher head@st-helens.cambs.sch.uk, 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.
- 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 extra-curricular activities

- 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

All school uniform, including PE Kit and shoes, must be clearly labelled with your child's name

St Helen's logo uniform can be ordered through <https://www.chromasport.co.uk/shop/schoolwear>

Alternative, non-logo uniforms can be found at local supermarkets. Pre-loved uniform is sold, for donations, at school.

Everyday Uniform

- White or Royal Blue Polo Shirts (plain or logo)
- Grey Trousers, skirt or pinafore
- Royal Blue Sweatshirt, cardigan or pullover (plain or logo)
- Grey or white socks or plain grey tights

Summer Alternative

- Grey Shorts
- Blue and white checked or striped dress

Footwear

- Plain black trainers/shoes and Sandals in the summer (only if worn with socks and no open toes).
- Trainers for PE Days (**All** pupils do **indoor** PE in bare feet)

Sportswear

PE kit is to be worn on PE Days as outlined on the school website. All PE kit should as plain as possible and free from large logos or slogans.

- Plain white or house colour T-shirts (house colour t-shirts are preferred for Sports Day)
- Navy or black shorts or jogging bottoms
- Plain sweatshirt for winter.

Forest School (KS1)



- Wellington boots
- Waterproof outdoor clothing
- Spare set of school clothes

It is useful if waterproofs are kept in school. Children can come into school in non-school uniform on Forest School Days.

Other Helpful Daily Items



Bookbags are ***really useful*** for children, especially in KS1. This bag should come into school everyday and goes home with any letters, messages or books for your child.



Bottle of water (no squash please)

5. 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)

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 the Head Teacher head@st-helens.cambs.sch.uk 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.

Ongoing breaches of our uniform policy will be dealt with by discussion with the headteacher.

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
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The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed every 4 years by the head teacher. At every review, it will be approved by the full governing board