

## Uniform Policy

### 1. Purpose

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. Statutory Duties

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 a 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 the Head of School, 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 those with 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

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- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, if 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/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

Financial assistance with purchasing school uniform is available from some local authorities for the parents of children receiving Free School Meals and for those experiencing difficulty in meeting the cost of a uniform. If your local authority does not offer financial assistance your child may qualify for a clothing grant, funded directly from the school pupil premium income. The grant amount you will receive is £60 per pupil, please see appendix 1 for the application.

## 4. Expectations for school uniform

### 4.1 Our School Uniform

It is expected that our uniform shall include:

	Uniform	P.E Kit
Primary	White polo shirt Green sweatshirt or cardigan (with logo) Grey trousers, pinafore or skirt Black shoes Grey or black socks/tights Book bag  <i>Optional: Green fleece</i>	White T-shirt (with logo) Green shorts or tracksuit bottoms Black plimsolls or trainers PE bag  <i>Optional: Green sweatshirt Green fleece</i>
Secondary	White polo shirt / shirt Green sweatshirt (with logo) Grey trousers or skirt Black shoes Black socks / tights  <i>Optional:</i>	White T-shirt (with logo) Green shorts or tracksuit bottoms Black trainers PE bag  <i>Optional: Green sweatshirt</i>

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	<i>Green fleece</i>	<i>Green fleece Shin pads</i>
<p><b><u>Jewellery / Make-Up / Hairstyles</u></b></p> <p>Jewellery should not be worn in school, other than an inexpensive watch and one small stud in each lobe.</p> <p>Where applicable headscarves should be plain and should be navy blue or black.</p>		
<p><b><u>Outdoor Weather</u></b></p> <p>Suitable outdoor wear in inclement weather should be worn.</p>		

Due to the sensory needs of our pupils the school is happy to make the necessary exemptions for pupils that struggle to wear school uniform. In these cases, staff shall work with the pupil, parent/carer and school to put in place the correct guidance for the individual pupil.

## 4.2 Where to purchase

Items with our logo (including second hand items) can be ordered from [School Bells](#); all other items can also be purchased from local retailers as preferred.

## 5. Expectations for our school community

### 5.1 Pupils

Pupils are encouraged to wear school uniform (other than specified non-school uniform days), whilst considering our understanding of sensory needs (as detailed above) 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)

### 5.2 Parents/carers

Parents and carers are expected to make sure their child has appropriate clothing for school 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 Deputy Head of School if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

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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 closely monitor pupils to make sure they are in suitable clothing for school.

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.

## 6. Links to other policies

This policy should be read alongside the following Spring School and Ambitious about Autism policies and procedures, which can be found [here](#):

- Behaviour Policy
- EDI Policy
- Anti-bullying Policy
- Compliments and Complaints Policy

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**Application for School Clothing Grant**

The information given will be treated as strictly confidential.

This form when completed should be sent by email to enquiries@springschool.org.uk

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**About yourself**

My full name is  
(Mr/Mrs/Miss/Ms)

Date of birth

National Insurance (NI)  
number)

Providing us with your national insurance number will also enable us to check eligibility for free school meals. Whilst all children in Reception, Year 1 and Year 2 are entitled to a free meal, and the Mayor of London is currently funding free school meals for all children in Years 3-6, **eligibility generates additional funding for our school**. Your child does not need to take up a free meal to qualify.

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My present address is

Postcode

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My relationship to child(ren)  
Tick one box only.

- Mother  
 Father  
 Other (if other please specify)

Telephone no.

Email

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**If eligible, you will receive a payment of £60 into your bank account. Please provide us with your bank details below:**

Full name:

Bank Name:

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Account Number:

Sort Code:

**Please tick which benefit, if any, you are receiving and provide proof of your benefits to us**

<input type="checkbox"/>	Income Support
<input type="checkbox"/>	Jobseeker's Allowance (Income-based)
<input type="checkbox"/>	Child Tax Credit (provided you're not also entitled to Working Tax Credit and have an annual gross income of no more than £16,190)
<input type="checkbox"/>	Income-Related Employment and Support Allowance
<input type="checkbox"/>	The 'Guaranteed' element of Pension Credit
<input type="checkbox"/>	Support under Part VI of the Immigration and Asylum Act 1999
<input type="checkbox"/>	Working Tax Credit run-on – paid for 4 weeks after you stop qualifying for Working Tax Credit
<input type="checkbox"/>	Universal Credit – if you apply on or after 1 April 2018 your household income must be less than £7,400 a year (after tax and not including any benefits you get)

**About your children**

Details of children for whom application is made:

Surname	First Name	Date of birth	Class

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<i>For Office use only:</i>	Authorised by:  Signature:	Date:  Cost centre codes:
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