



School Uniform Policy

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This policy must be read with flexibility. At APS we recognise and value, pupils' right to independently express themselves. We would never enforce aspects of the policy if it were to have a detrimental impact on their education.

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 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/carers to get in touch with the school office, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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:

- 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
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

Item	Requirement
Blouse/shirt/polo shirt	Light Blue
Jumper/sweatshirt/cardigan/fleece	Burgundy/Maroon
Skirt or pinafore dress	Grey
Trousers/Shorts	Grey
Shoes or trainers	Black
Socks or Tights	Black, Grey or White
Summer Dress	Red or Blue

Headscarf/Hijab	These may be worn for religious reasons. They must not go beyond shoulder length to ensure loose cloth does not get entangled in any equipment and therefore pose a health and safety hazard to the wearer.
PE T Shirt	Light Blue
PE Shorts or leggings (for indoor PE)	Black
PE tracksuit or jogging bottoms (for outdoor PE only)	Black
PE Plimsolls	Black
Drawstring Bag	For PE kit

Jewellery should not be worn for school. If children have pierced ears they should only wear small flush fitting studs. Unsuitable earrings and other jewellery will be removed and locked away for safe keeping for collection at the end of the day. Children may wear watches but must take full personal responsibility for them. During PE lessons any religious jewellery will have to be removed if it is considered a safety hazard.

In addition, nail varnish and make-up must not be worn to school.

4.2 Where to purchase it

New items with the school logo can be purchased from Speedstitch: Unit 32 Walthamstow Business Centre, Clifford Road, London, E17 4SX and Ian Howard: 409 Barking Road, London, E6 2JT.

Second-hand School Uniform also available from St Francis Hospice Wanstead Store: 56-58 High St., London E11 2RJ.

All items can also be bought in local supermarkets.

5. Expectations for our school community

5.1 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 the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents/carers are also expected to contact the headteacher 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/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 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 in conversation with parents. The school will give the pupil the correct uniform if it is felt necessary.

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
- Considers the views of parents/carers 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 every three years. At every review, it will be approved by the full governing board or relevant committee.

7. Links to other policies

This policy is linked to our:

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