



Christ Church Hanham C of E VC Primary School

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Uniform Policy

Author/Person Responsible	<i>Headteacher</i>
Date of Ratification	<i>November 2022</i>
Review Group	<i>Finance, Resources and Premises</i>
Ratification Group	<i>Finance, Resources and Premises</i>
Review Frequency	<i>Bi-annual</i> <i>Subject to local education authority and/or national policy change</i>
Review Date	<i>November 2024</i>
Previous Review Amendments/Notes	<i>New policy</i>
Related Policies	
Chair of Board Signature	<i>P. Spencer</i>



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Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices:	School Uniform	DATE:	October 2022
EIA CARRIED OUT BY:	F Baker	EIA APPROVED BY:	N Turner

Groups that may be affected:

Are there concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for a positive impact
Age (young people, the elderly; issues surrounding protection and welfare, recruitment, training, pay, promotion)	N/A	N/A
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication)	N/A	N/A
Gender reassignment	Reasonable adjustment will be made in negotiation with the school.	N/A
Marriage and civil partnership	N/A	N/A
Pregnancy and maternity	N/A	N/A
Race	N/A	N/A
Religion and belief (practices of worship, religious or cultural observance, including non-belief)	Reasonable adjustment will be made in negotiation with the school.	N/A
Gender identity	N/A	N/A
Sexual orientation	N/A	N/A

Any adverse impacts are explored in a Full Impact Assessment.



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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 our Assistant Headteacher, 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



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- 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, 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/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

4. Expectations for school uniform

4.1 Our school's uniform

The school uniform for pupils is as follows:

- Navy blue school sweat shirt or cardigan ;
- White polo shirt or blouse;
- Black or grey trousers, skirts, shorts or pinafores – no leggings or skinny jeans;
- Black shoes or plain black trainers – all logos and trims must be black
- Blue gingham dress (Summer only)
- Dark socks or tights or plain white socks.
- Black school shoes

The children must also have a school PE kit. This is worn instead of uniform on the days which they have PE. This consists of the following:

- Plain navy blue hoodie/sweatshirt
- Plain white T shirt
- Plain navy blue tracksuit bottoms
- Plain navy blue or black shorts.
- Plain trainers

Jewellery is not allowed in school apart from a wrist watch. If children have pierced ears, a simple, plain stud should be worn.

4.2 Where to purchase it

Uniform with the school logo can be purchased from Monkhouse and our Friends organise second-hand school uniform sales each year.



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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 Mr Turner (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 are also expected to contact Mr Turner (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 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 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.

Our Assistant Headteacher will deal with ongoing breaches of our uniform policy.

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



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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, 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 annually by Mr Turner, Headteacher. At every review, it will be approved by Curriculum, Standards and Safeguarding committee.

7. Links to other policies

This policy is linked to our:

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