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## STAMFORD ST GILBERT'S CHURCH OF ENGLAND PRIMARY SCHOOL

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### SCHOOL UNIFORM POLICY

**2022/2023**

DOCUMENT CONTROL	
Committee:	
Approved By Trustees On:	
Review Cycle:	
Date of Next Review:	

**'LIFE IN ALL ITS FULLNESS' JOHN 10:10**

## 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
- 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 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
- 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
- Avoiding different uniform requirements for extra-curricular activities
- 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

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#### 4. EXPECTATIONS FOR SCHOOL UNIFORM

Our pupils take great pride in their uniform and it is expected that all pupils will try to keep as smart as possible throughout the school day. Our school uniform is practical and based on our school colour of navy blue. All uniform, including shoes and bags, must be clearly labelled.

The following items can be purchased from [www.kitmanuk.co.uk](http://www.kitmanuk.co.uk) and [www.myclothing.com](http://www.myclothing.com) as detailed on the school website: fleece-lined jackets, sweatshirts, polo shirts, hats and caps, P.E. T-shirts, shorts, jog pants, rugby shirt and kit bags and book bags. Water bottles can be purchased at the school office. We have “nearly new” sales throughout the year. Trainers are only allowed for PE lessons.

**All children should wear a logoed jumper, cardigan or sweatshirt.** Parents are welcome to purchase all logoed items however, other items do not need logos and non – logo uniform can be purchase at a wide range of outlets.

- White shirt, or white or navy polo shirt
- St Gilbert’s sweatshirt, jumper or navy-blue cardigan
- Medium grey trousers and/or shorts
- Navy blue skirt, tunic or tailored blue trousers
- White, grey or navy socks or tights
- Dark, sensible warm and waterproof coat
- Black shoes

##### **P.E. Kit**

- Navy shorts
- Blue/white T-Shirt
- Trainers
- P.E. kit bags
- KS2 may need – plain navy tracksuit (only the school’s logo is permitted)

Labels are available from [www.MyNametags.com](http://www.MyNametags.com). **To raise funds for our PTA - please enter the School ID when ordering 32012.**

We expect children to adopt a suitable, age-appropriate hairstyle and we actively discourage extreme hairstyles that could draw attention to the child and single them out from the rest of the school. If as a school we feel a hairstyle is unsuitable, we will ask for this to be rectified. Hair must be tied back during the school day if shoulder length and fringes appropriate so children are able to learn without distraction.

The only jewellery allowed in school are watches and stud earrings or items linked to a person’s faith. High value items such as Fitbits are also not allowed to be worn by children. Jewellery should be removed for P.E. and swimming lessons. All hair accessories should be blue or black in colour.

#### **4.2 Provision of second-hand uniform**

We will arrange for there to be regular second-hand uniform sales run by the PTA.

## 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)

### 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 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 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.

Ongoing breaches of our uniform policy will be dealt with by the school's behaviour 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

Trustees 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.

## 6. MONITORING ARRANGEMENTS

This policy will be reviewed every three years or sooner if required. At every review, it will be approved by Full Board of Trustees.

## 7. LINKS TO OTHER POLICIES

This policy is linked to our:

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