



HEDGEWOOD SCHOOL

# School Uniform Policy

2022/23

## **Contents**

1. Aims
2. Our school's legal duties under the Equality Act 2010
3. Limiting the cost of school uniform
4. Expectations for school uniform
5. Expectations for our school community
6. Monitoring arrangements
7. Links to other policies

### **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 [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 from the school office 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 (Our school Jumper, fleeces, Book Bags, P.E bags).
- Limiting any items with distinctive characteristics where possible
- Considering cheaper alternatives to school-branded items, such as jumpers in school colours
- 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 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
- Have a second hand uniform swap shop available every month.
- 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 uniform helps our pupils understand that is a school day and often it is part of their daily routine. We aim to promote independence skills in dressing/undressing as part of pupil's daily routines. The following uniform is suitable to support this and prepare pupils for their school routine:

The uniform consists:

- Branded Burgundy Jumper
- Grey Trousers (If your child is able to fasten the zips and the hook on standard grey school trouser) or Grey tracksuit bottoms
- White polo shirts
- Book Bag with School motif (Free)
- Black shoes or trainers with Velcro or slip on

## PE Kits

- White t-shirt
- Black, blue or grey shorts
- Black plimsolls or trainers

Other branded items are optional:

- Branded School Fleece
- Branded school reversible coat
- Knitted hat with school motif
- PE Bag with School motif

We appreciate accept plain burgundy jumpers, grey or black trousers, white polo t-shirts items instead of branded ones. The branded clothing is desired but is not essential. We advise black shoes with Velcro straps or shoes that pupils can practise taking on and off.

### **4.2 Where to purchase it**

Our branded school uniform sweatshirt (with the Hedgewood logo – available for sale from the school office). The white polo shirts and grey trousers or a skirt can be purchased from supermarkets such as ASDA or Tesco etc. Some pupils choose to wear shorts or blue and white checked gingham dress during the warmer months.

Second-hand uniform can be requested from our monthly uniform swap shop. Parents/Carers can also send in old uniform to be passed on if they are in good condition. We will notify on seesaw/parent mail what items we have available each month.

## **5. Expectations for our school community**

### **5.1 Pupils**

Pupils are proud of their uniform and like to wear it; however, some pupils prefer to wear other clothes, which is quite acceptable. We just ask that all pupils wear clothes that are suitable for school, warm enough during colder months, and not revealing during the warmer months.

### **5.2 Parents and carers**

Parents and carers are expected to make sure their child has the correct items of clothing that is suitable for the weather conditions 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:

- 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**

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.

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

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 [insert frequency – as often as you think is appropriate and manageable] by [name/job title of individual]. At every review, it will be approved by [the full governing board/committee name/name or job title of individual].

### **7. Links to other policies**

This policy is linked to our:

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