



# Elmhurst Primary School Uniform Policy

## 2023-2024

### Contents

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

---

## 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 wear full-length swimwear for religious reasons should they wish to
- Allow pupils to wear headscarves, turbans 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
- has a reasonable limit on the number of branded items required

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as book bags and jumpers
- Allowing cheaper alternatives to school-branded items such as those without logos
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats 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 groups
- 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
- Not requiring uniform for Nursery pupils who only attend for half a day and who are more likely to grow out of their clothing quickly
- 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

#### Nursery:

There are no uniform requirements for Nursery pupils.

#### Reception - Year 6:

We do not require that any single item of uniform be branded. All items can be purchased as low-cost versions without the Elmhurst logo or from the chosen school supplier with the school logo. We expect all items to be in line with the school colours of royal blue, white and grey as a minimum; these colours are widely available.

- *School Uniform:*
  - Plain grey trousers, skirt or pinafore
  - Plain white shirt or polo shirt (optional Elmhurst branded item available)
  - Plain royal blue sweatshirt, cardigan or fleece (optional Elmhurst branded item available)
  - Summer wear
    - Plain grey or black shorts
    - Blue and white gingham pattern dress (optional Elmhurst branded item available)
- *Bags:*
  - Elmhurst branded Book Bag for Reception and KS1- **required**
  - Book Bag (optional Elmhurst branded item available) or other generic school bag for KS2
- *Coats:*
  - Any coat can be worn but should be removed once inside the school building
- *PE Kit:*
  - Plain white t-shirt (optional Elmhurst branded item available)
  - Grey tracksuit bottoms (optional Elmhurst branded item available), leggings or shorts
  - Trainers
  - Pupils can come in PE kit on PE days
- *Swimming Kit (for Year 5 pupils only)*
  - Swimming cap - essential
  - Swimming trunks: any length but should be tighter fitting for Health and Safety reasons.
  - Rash vest if required.
  - Swimming costumes: one-piece swimming costume (no bikinis) with or without swimming leggings or whole body swimming suits
  - Towel
  - Bag for wet items.

The school fully supports pupils' rights to wear religious head coverings such as turbans and headscarves. These items should be in plain colours such as grey, white or black.

**Optional** Elmhurst Primary School branded items are as follows:

- Polo Shirt
- Fleece
- Cardigan

- Sweatshirt
- Summer Dress
- Pinafore Dress
- PE T-shirt
- PE Joggers
- Reversible jacket
- Book Bag
- PE Kit bag
- Beanie Hat

#### **Items of clothing or jewellery which are not permitted:**

- Shoes with wheels
- Earrings (with the exception of studs)
- Necklaces and bracelets (unless these are for religious or cultural reasons)
- High-heels

## **4.2 Where to purchase it**

### **Non-branded items**

- Most non-branded items can be purchased from 'high-street' retailers.

### **Branded items**

- Branded items can be purchased from our online uniform store: <https://superschoolshop.com/shop-2/>. Pop up shops take place once a fortnight for parents to purchase directly from the supplier.
- Uniform can also be purchased on ParentMail, however stock is limited and collection is from the School Office.

### **Second-hand Uniform**

- Half termly second-hand uniform sales in place to support families in the KS2 playground

## **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 can come to school in PE kit on PE days

Pupils are 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 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 according to the School Complaint

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. Year 6 Prefects will support with this role and will feed back to teachers and Assistant Head Teachers responsible for each year group where there are issues. Staff will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the relevant member of the Senior Leadership Team if the situation doesn't improve. A standard breach of school uniform letter can be found in Appendix 1.

Breaches of our uniform policy will be dealt with by class teachers, year heads, SLT and the Headteacher in this order, depending on the severity of the breach.

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 and may refer the matter to SLT to issue free uniform (e.g. if pupils are eligible for FSM or vulnerable for another reason).

In cases where it is suspected that neglect has resulted in a pupil not complying with this uniform policy (i.e. if uniform is consistently dirty), staff will refer this to SLT for Safeguarding purposes.

### **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 annually. If changes are deemed necessary, the PTA will be consulted before approval by the governing body. After each review, it will be approved by the governing body.

**This policy was published in July 2023, and will be reviewed in July 2024.**

**APPENDIX 1: Uniform letter**



Dear Parent/Carer of \_\_\_\_\_,

We notice that your child has not been wearing the correct school uniform recently.

I am sure you will agree that seeing all children wearing the Elmhurst school uniform adds to the ethos, reputation and identity of the school.

The issue is \_\_\_\_\_.

Please ensure that this issue is resolved as soon as possible. If you are having difficulties meeting the school's uniform requirements, please contact your child's class teacher.

Please sign and return the slip below as proof of receipt of this letter.

Yours sincerely,

*Sukwinder Samra*  
Head Teacher

---

I will ensure that \_\_\_\_\_ in class \_\_\_\_\_ wears the correct school uniform every day.

Signed \_\_\_\_\_(Parent/Guardian)      Date: \_\_\_\_\_