



Harborne Primary School

School Uniform Policy

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Signed by Chair of Governors/IEB Board:	Awaiting Ratification
Date:	

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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 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 Headteacher, 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:

- 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 and/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 leveller
- Avoiding different uniform requirements for different year/class groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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

We like the children to wear our smart and practical uniform as it helps to give them a sense of pride in our school. Our colours are burgundy and grey as follows:

- | | |
|--------------------------------|---|
| • pinafore, skirt or trousers | • grey |
| • shirt or polo shirt | • white |
| • sweatshirt, jumper, cardigan | • burgundy (with or without school badge) |
| • summer dress | • gingham/stripes in red/white |
| • sensible shoes | • black |
| • socks or tights | • white, grey or black |
| • hair bands, clips etc | • burgundy, black or grey burgundy |

Your child may also wear plain items that do not have the school logo on them.

Examples of school uniform can be found in [Appendix 1](#).

P.E. kit

Children in Reception, Years 1,2, 3, 4, 5 and 6 currently come to school in their PE kit on designated PE days. You will be told on which day your child needs to wear their PE kit to school.

Our PE kit consists of:

- a HPS badged, white t-shirt, trimmed with house colour available from Clive Mark **OR** a plain, round neck t-shirt in the appropriate house colour (see [Appendix 2](#))
- plain navy blue, black or grey shorts. Tracksuit bottoms or leggings in the same colour may also be worn
- sports trainers that children are able to fasten independently

Your child may need to cover their arms and legs for religious reasons; if this is the case, please speak to your child's class teacher as there are safety implications for gymnastics lessons.

For both PE lessons and general hygiene reasons, we recommend that long hair is tied back.

Examples of PE kit can be found in [Appendix 2](#).

Jewellery

Jewellery worn in school should be kept to a minimum in case of loss or damage.

Earrings should be plain gold, silver or diamond-type studs.

Your child may wear religious jewellery (such as Kara) to school.

Ideally all jewellery should be removed for PE lessons for safety reasons. If this is not possible, it must be covered.

Labelling uniform

Please label all items with your child's first name and surname. If items do get lost, this will make it much easier for them to be returned to your child.

Coats, hats, scarves and gloves are also easy to mislay. Please ensure these are named with your child's full name too.

Donating outgrown items

We are happy to receive outgrown items in good condition to pass on to other families. Please hand in any outgrown items to the School Office at either site.

4.2 Where to purchase uniform

Clive Mark (<https://clivemark.co.uk/>) stocks all of our badged uniform and P.E. kit. Their closest branch is in Bearwood:

4-5 Three Shires Oak Road
Bearwood, Warley
West Midlands
B67 5AX

We are also registered with My Clothing for their online uniform service:

<https://myclothing.com/ueslink/6454.school?t=1586955769478>

Second-hand uniform can be viewed and purchased by speaking to the School Office.

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/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.

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/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 annually. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality information and objectives statement
- Anti-Bullying Policy
- Complaints Policy

Appendix 1: Examples of School Uniform



Appendix 2: Examples of PE Kit



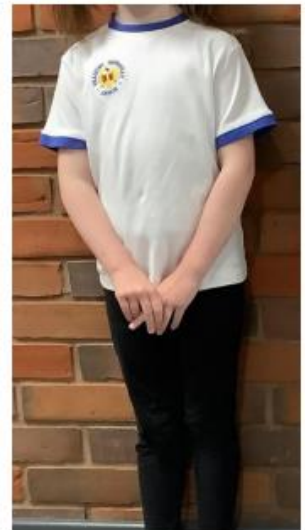
Hanover (red)



Stuart (yellow)



Tudor (green)



Windsor (blue)