

Knowsley Junior School

School Uniform Policy

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

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

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 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, for example, similar, plain alternatives may be worn in place of items with school logos (jumper, fleece, PE T-shirt)
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags
- 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/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for inter-school 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

Expectations for school uniform

At Knowsley, we firmly believe in the value of a school uniform and ask for your cooperation in maintaining the school's high standards of appearance. Your child should wear the correct school uniform, including footwear, every day. If children come to school wearing incorrect clothing, they will be provided with clean uniform to wear during the school day.

All children **must** wear **plain, completely black footwear** (trainers or shoes) – brightly coloured trainers or footwear are not permitted. If children cannot tie their own shoelaces, they should wear Velcro shoes/trainers. School sweatshirts, zipped fleeces and PE T-shirts, embroidered with the school logo, are available from **Debonair, Unit 15, Henshaw Street, Oldham, OL1 1NH**.

Sportswear with branded logos and football clothing of any type are **not** permitted for PE lessons or extracurricular activities. Children are not allowed to wear any type of make-up, including nail varnish/false nails. Hairstyles with designs and lines cut into the hair are not permitted and hair accessories should be in the school colours. If a child wears a headscarf for religious reasons, it should be plain and in one of the school colours. For health and safety reasons, headscarves must be removed for PE lessons.

School colours: red, white, grey or black

School Uniform

- White shirt or polo shirt
- Dark grey trousers, skirt, shorts or pinafore
- Red sweatshirt, jumper or cardigan – either plain or embroidered with the school logo
A black fleece, embroidered with the school logo, may be worn over a red sweatshirt, jumper or cardigan in cold weather; **it must not be worn as a replacement for the red jumpers/cardigans**

- **Plain, completely black shoes/trainers** (if children cannot tie shoelaces, they should wear Velcro footwear). For health and safety reasons, open-toed sandals are not permitted.
- Tights/socks in the school colours (red, white, grey or black)
- In summer, a red and white gingham checked school dress may be worn

PE kit

- Plain black or dark grey leggings/shorts of an appropriate length (just above the knee or longer)
- Red or white T-shirt – either plain or embroidered with the school logo
- Plain black or dark grey tracksuit bottoms/leggings
- Plain, completely black trainers
- For outside PE, a plain black fleece/school fleece/plain black sweatshirt
- Hoodies, coats and red school sweatshirts may not be worn for PE

Non-Uniform Days

Throughout the year, non-uniform days are held for various reasons, for example, as a reward for the house winning the most house points in a half term, or to raise money for charity. On these days, all clothing and footwear must be appropriate for school. Cropped tops are not permitted and shorts must be of an appropriate length (just above the knee or longer). For health and safety reasons, open-toed sandals must not be worn.

Jewellery

The wearing of any jewellery, other than watches and small, simple stud earrings for those with pierced ears, is not allowed. Smartwatches must not be worn to school. All jewellery must be removed for PE activities. Please avoid having your child's ears pierced during term time as they will be unable to take part in PE (including swimming) and extracurricular sporting activities. For health and safety reasons, it is not acceptable to wear plasters over earrings. If your child cannot take out their own earrings, they should be removed before coming to school.

Second-Hand Uniform

New to you uniform sales will take place, in school, twice each year. A text message will be sent out just before each sale to confirm when these are taking place.

Expectations for our school community

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 the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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:

- **Clearly labelled** with the child's name

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 by school
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

Staff

Staff will closely monitor pupils to make sure they are in the 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 does not 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.

Governors

The governors 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

Signed Chair of Governors

Date:/...../.....

Review Date:

Data Protection Statement

The procedures and practice created by this policy have been reviewed in the light of our Data Protection Policy.

All data will be handled in accordance with the school's Data Protection Policy.

What?	Probable Content	Why?	Who?	Where?	When?
Address of clothing supplier	Name of company Address	To inform parents of supplier	Supplier	Policy	When supplier is changed/policy is amended

As such, our assessment is that this policy:

Has Few / No Data Compliance Requirements	Has A Moderate Level of Data Compliance Requirements	Has a High Level Of Data Compliance Requirements
✓		