



School uniform policy

March 2023

**Monkston Primary School
School Uniform Policy**

Adoption and amendments to the School Uniform policy

Section	Governors' Meeting or Committee
Whole document	LGB, March 2023

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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 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 via email to office@monkston.org, 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 for example, by ensuring all items are standard school wear and can be purchased from any shop, children do not have to wear items with the school logo on
- › Limiting items with distinctive characteristics to low-cost or long-lasting items
- › 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 leveler
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signaling differences in groups for interschool 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
- › 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

We believe there is much to recommend the wearing of uniform. Uniform helps the children to feel pride in their school and builds a strong sense of common identity and purpose. All items are standard school wear and can be purchased from any shop of your choice. Whilst we insist on colours, we do not insist on items bearing the school logo.

4.1 Our school's uniform

Trousers/skirt – navy blue, black or charcoal grey

Shirt/blouse/polo shirts – white or sky blue

Sweatshirt/cardigan – navy blue

- › Branded jumpers and polo shirts are available but are optional
- › Generic items are acceptable
- › We ask that children wear sensible low heeled, plain black trainers/shoes
- › Expectations for PE and swimming kit:

PE Uniform – on the day your child does PE or Games, they should wear their PE kit into school and remain in it all day. You can choose for them to wear shorts or jogging bottoms depending on the weather.

Shorts – navy blue or plain dark colour

T-shirt – plain white

Trainers – plain colour (such as black, grey, navy or white)

Pupils will need to wear warmer clothes during the winter. We suggest plain navy, grey or black tracksuit top and bottoms

Swimming kit (children in years 3-6 may take part in swimming lessons, you will be notified in advance if this is the case for your child)

Swimming costume (one piece) and towel

- We ask for your support in not sending children to school wearing high-heeled shoes or other unsuitable types of footwear.
- We also ask for your support in not sending children to school wearing nail varnish, make-up or jewellery. The only exception being for children with pierced ears who may wear one sleeper or stud in the lobe of each ear but, for reasons of safety, these must be removed or covered with a plaster for PE and games lessons
- Children may wear small, discreet watches, which must be removed for PE. Watches that also act as step counters can be worn during PE, if covered by a sweatband. Otherwise, children will be asked to remove them.
- In EYFS and KS1, your child will need to bring a small book bag in to school for their reading book. Please do not send your child into school with a backpack as this will not be needed and are difficult to store. Pupils in KS2 may bring a backpack.
- In the summer term, blue and white checked dresses or culotte-style dresses are optional
- Some children choose to wear shorts or leggings under their skirt for modesty. These should be a plain, dark colour or white, if worn under a summer dress
- Hairstyles should be neat and tidy and promote our high standards of dress. Long hair should be off the face in all lessons and fully tied back for PE or when playing on playground equipment. There should be no extremes of style or color. Hair accessories should be discreet
- Lunchboxes should be named, stored on the year group lunchbox trolley or shelf and taken home every day
- Water bottles should be named and they will be kept in the classroom other than when taken outside/to the hall for sports activities. Children are encouraged to drink water and should not bring other drinks into school for consumption in the classroom. Alternative, non-fizzy drinks, are permitted at lunchtime.

4.2 Where to purchase it

- Generic school uniform can be purchased from any number of local/high street stores such as Tesco, Morrison's, Marks and Spencer or online
- If you wish to purchase a sweatshirt, cardigan, polo shirt or book bag with the school logo, these can be purchased through Price & Buckland: <https://www.pbuniform-online.co.uk/monkston>
- Information about second-hand uniform:
 - Second hand uniform is sold throughout the year by The Friends of Monkston, please email them at friendsofmonkston@hotmail.co.uk for more information on when the next second hand uniform sale will take place
 - <https://www.mkstorehouse.org/> hold a free uniform recycle event during the summer holidays. This event is open to all and no referrals are needed. During the last event, they provided basic uniform items for over 550 Milton Keynes children. Please visit their website for more information
 - If your child is eligible for Pupil Premium funding the school may be able to help with the cost of school uniform for your child. Please email office@monkston.org and we will try our best to help.

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 are also expected to speak to 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 via email to office@monkston.org 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 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.

Staff should:

- Set a good example in terms of professional dress
- Remember that in our respective roles we serve the local community as a set of professionals
- Informal clothes such as jeans, shorts or revealing items are not suitably work attire. The appropriate footwear e.g. trainers, must be worn for all PE lessons for safety reasons. Similarly, tracksuits and sports clothes are recommended for these lessons
- The Headteacher will use their discretion to advise anyone who is unsure or needs further information regarding their code of dress

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 every year. At every review, it will be approved by the local governing body.

7. Links to other policies

This policy is linked to our:

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