



# Twineham CofE School

Nurture Togetherness Resilience Creativity



*Everyone is a gift and everyone is gifted*

## Uniform Policy

Approved by:  ..... Date: .....23/5/23

Chair of Governors

Document control and record of amendments/updates

Version	Reason for amendment/update	Section(s) amended/updated	Amended by/date	Approved by/date
1	New policy		SR 10/5/23	FGB 23/5/23

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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/Carers.
- Explain how we will avoid discriminations 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 headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher, [office@twineham.w-sussex.sch.uk](mailto:office@twineham.w-sussex.sch.uk)/01444 881207 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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/house 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 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**

### **4.1 Our School's Uniform**

#### **Uniform:**

- Basic grey skirt/pinafore dress or trousers/shorts
- Light blue blouse/shirt or polo shirt (logo optional)
- Royal blue school cardigan, jumper or sweatshirt with school logo
- White/grey/black socks or tights
- Blue and white checked gingham dress for girls in summer  
Black shoes or completely black trainers (no heels). Please make sure your child can put these on independently (no laces)
- Wellington boots and waterproof over trousers (to be kept at school for Outdoor Learning)
- Waterproof coat (any colour)

#### **PE kit (*please note your child will **not** need this for the first term*)**

- Blue sports t-shirt with school logo
- Blue shorts/tracksuit bottoms
- Short white socks
- Trainers (no designer brands, please). Please make sure your child can put these on independently (no laces). We recommend trainers rather than plimsolls as they are easier to run in.

#### **Optional extras:**

- Reversible coat (fleece/waterproof),

For store details and further information, please visit: <https://www.sussexuniforms.co.uk/>

#### **Jewellery/Hairstyles**

For health and safety reasons, children should not wear jewellery to school. If ears are pierced, removable sleeper studs can be worn. Long hair should be tied back with an Alice band or similar. Hair clips, ties, scrunchies or bands should ideally be in school colours, of small size and not contain extra adornments.

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

Second hand uniform can be bought via Friends of Twineham School (FOTS) by contacting them through the school office or emailing [fots@email.com](mailto:fots@email.com).

## **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 contact the Headteacher, [office@twineham.w-sussex.sch.uk](mailto:office@twineham.w-sussex.sch.uk) / 01444 881207 if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **5.2 Parents/carers**

Parents/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,

[office@twineham.w-sussex.co.uk](mailto:office@twineham.w-sussex.co.uk) / 01444 881207 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 Headteacher according to our 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.

### **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 3 years and managed by the Headteacher. At every review, it will be approved by the Full Governing Board.