

*'Be the best that we can be'*

*July 2023 (review – July 2024)*

### Introduction:

At Whitkirk Primary School, we pride ourselves in being smart, well presented but most importantly ready for learning. Our school uniform promotes a sense of pride in our school and helps to create a sense of community and belonging towards our school. It is our school policy that all children wear school uniform when attending school, or when participating in school-organised events outside normal school hours. School uniform does not have to be branded, which means that all uniform is easily available, at very competitive prices, at local shops including supermarkets. A complete list of the items needed for school uniform including those for Physical Education is below.

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 is easy to acquire and as low cost as possible;
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back);
- 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 Head Teacher, who can answer questions about the policy and respond to any requests

### Roles and Responsibilities:

The Governing Board is responsible for, in consultation with the Head Teacher and school community:

- Establishing a practical and smart school uniform that accurately reflects the school's vision and values;
- Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against;
- Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform;

- Ensuring that the school's uniform is accessible and affordable.

The Head Teacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis;
- Ensuring that school staff understand this policy and know what to do if a pupil is in breach of the policy;
- Listening to the opinions and wishes of the school community regarding the school's uniform and making appropriate recommendations to the Governing Board;
- Providing pupils with exemptions as appropriate e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Teaching and support staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times;
- Taking appropriate action when pupils are in breach of this policy;
- Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. to establish school identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy;
- Informing the Head Teacher if their child requires a more relaxed uniform policy for a period of time, including why;
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Head Teacher has granted an exemption;
- Looking after their uniform as appropriate;
- Respecting why a school uniform is important to the school e.g. to develop a sense of belonging.

### Cost and Availability

Whitkirk Primary School is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, which is why we chose a popular colour – blue jumpers and white or pale blue polo shirts – which will be available at all supermarkets and suppliers.

### Religious Clothing / Ceremonial Wear

Some religions and beliefs require their members to conform to a specific dress code. The school does not discriminate against any religion or belief. Whitkirk Primary School endeavours to allow religious requirements to be met, wherever possible.

Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by case basis by the Head Teacher and Governing Board.

### Equality

The school is required to ensure that this policy does not discriminate unlawfully. Every step has been taken to ensure that the cost of similar uniform items, for example, trousers versus skirts, are not disproportionate.

The school endeavours to ensure that our uniform is as gender neutral and inclusive as possible.

We do not insist that children of any sex must wear specific items of clothing.

### Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy. To make a complaint, parents/carers should refer to the Complaints Policy and follow the stipulations outlined. When a complaint is received, the school works with parents/carers to arrive at a mutually acceptable outcome.

### Non-Compliance

On rare occasions, if a piece of inappropriate clothing is being worn, a Teacher is permitted to ask a pupil to take off the clothing, such as a hat / coat inside. If a child is wearing an inappropriate top, for example a hoodie, the teacher is permitted to ask the pupil to change into a school jumper (we have plenty of spares, which are washed after every use). On other occasions, for example, if a child is wearing inappropriate footwear, teaching and/or support staff will inform parents/carers by telephone or in-person. If a child requires an item of uniform for a specific activity, we will attempt to use our backup clothing / shoes kept in school.

### Our Uniform

The school endeavours to ensure that our uniform is as gender neutral as possible.

The uniform is as follows:

- Royal blue jumper/ cardigan
- White or pale blue polo shirt or shirt;
- Grey trousers;
- Grey skirt or pinafore dress (in summer, a red and white summer dress may be worn);
- Black, sensible shoes/trainers;
- Grey, black or white socks;

- Black or grey tights.

Open-toed sandals and large, thick boots are not considered suitable footwear for school.

High heels are not permitted: sensible, plain black shoes/trainers must be worn by both boys and girls.

Black jeans, leggings and cycling shorts are not permitted in day-to-day uniform.

All items of clothing and footwear must be labelled with the pupil's name.

### Our PE Kit

Children are asked to bring their P.E kit to school in a separate bag that can be left in school all week should there be any changes to P.E lessons. Parents/carers are responsible for ensuring their child is dressed appropriately for PE, which may be outdoors:

- Navy blue/ black plain shorts or jogging bottoms;
- Hoodies/sweatshirt for outdoor P.E;
- Plain white t-shirt;
- Trainers;

All items of clothing and footwear must be labelled with the pupil's name.

### Jewellery:

The only permitted jewellery that may be worn is:

- One pair of stud earrings (no other piercings are permitted);
- A sensible wristwatch (not a smartwatch).

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, for example, PE lessons / swimming lessons. If children cannot remove their own earrings, then this should be done at home on the day of PE. The school encourages pupils to bring non-valuable bags to school, which are suitable to carry their lunches, books and extra clothing. The school will not be liable for lost or damaged school bags. Additional book bags can also be purchased from our school office at any time.

### Water Bottle

All children are asked to bring a water bottle to school: this can be refilled by children whenever necessary during the day. Fizzy drinks/ energy drinks, including Prime, is not to be consumed during school.

### Make-Up

False nails and nail extensions are not permitted;

Only clear nail varnish may be worn;

Children are not allowed to wear make-up;

Pupils wearing make-up are required to remove it or, if appropriate, will be sent home to remove it;

At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover heavy scarring/skin damage.

### Adverse Weather

Hot Weather:

Everyone working at/attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible.

This includes wearing:

- Loose fitting tops with collars or covered necklines;
- Tops that cover the shoulder area;
- Grey shorts or blue and white summer dresses of an appropriate length (if families wish to);
- Sun-safe hats;
- Sunglasses with UV protection;
- Sunscreen (children must be able to apply this themselves and it must be labelled and handed to the child's class teacher).

During hot weather, lightweight clothing is required to reduce the risk of overheating. Pupils are not required to wear their jumpers/cardigans during heatwaves.

If outside during break and lunch times, pupils not wearing sun-safe clothing/sunscreen are advised to stay in an area protected from the sun.

Cold Weather:

During cold weather, pupils are required to wear scarves, gloves, coats and hats when they are outside.

Additional layers underneath the usual school uniform are accepted. Where possible, pupils not wearing warm clothing are provided with spare clothing if going outside during break and lunch times.

## Labelling

School staff encourage good organisation of clothing and footwear, for example, designated spaces for children to keep belongings in and checking of labels. However, all pupils' clothing and footwear must be clearly labelled with their name.

Clothing and footwear are the responsibility of the pupil and not the school. If a child goes home in another child's clothing by accident, for example, their jumper, parents/carers should send the clothing not belonging to them back into school to their child's class teacher. Any lost clothing is to be taken to the lost property box. All lost property is retained for a term and is disposed of, if it is not collected within this time.

Reviewed date: July 2023

Reviewed by: Gemma Quarmby - Headteacher

Next Review date: July 2024