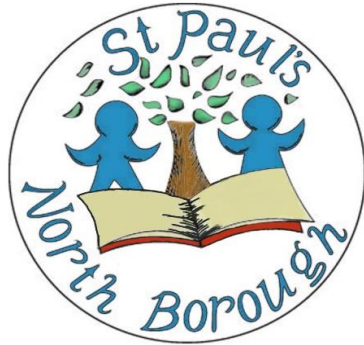


St Paul's Infant School



Uniform Policy

Member of Staff Responsible:	Mrs S Aldridge
Position:	Head of School
Created by:	Miss Collins
Dated:	February 2024
Next review due by:	February 2025
Reviewed:	January 2025
Next review due by:	January 2026

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 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 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 with the agreement of senior school staff.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Aldridge (saraha@st-pauls-maidstone.kent.sch.uk) who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 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 and/or long-lasting items.
- Considering cheaper alternatives to school-branded 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 leveller.
- Avoiding different uniform requirements for different years and classes.
- 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.

Expectations for school uniform

Please note, our school uniform and logo were updated in September 2023. Any school uniform that was bought or worn prior to this date may still be worn by children in school. We accept that children may be given uniform from older family members or friends or have uniform that still fits them from before the new uniform was introduced. We acknowledge that the uniform change is a transition process and do not expect the children to be compliant with the new uniform or logo until new or larger uniform is required to be bought.

*Our daily school uniform consists of the following items and are **all expected to be named**:*

- White polo shirt
- Navy sweatshirt or cardigan (with or without the St Paul's and Northborough federation logo)
- Grey trousers, plain black/navy jogging bottoms (no sport motifs or brands), grey skirts or grey pinafore dresses
- White, grey or black socks or tights
- Black shoes that can be fastened by the child wearing them
- Coat (the colour is optional)
- In warmer weather, a navy gingham summer dress or grey shorts can be worn

*Our PE kit consists of the following items and are **all expected to be named**:*

- White t-shirt (without the St Paul's and Northborough federation logo)
- Navy or black shorts

- Black plimsolls or trainers that can be fastened by the child wearing them
- In the colder weather, a navy or black pair of leggings or jogging bottoms, and jumper can be worn in PE lessons (non-branded)

Please note that the children will keep their PE kit on their peg in school and get changed into their PE kit at the beginning of their PE lesson. The PE kit will be sent home at the end of each half term to be washed and is expected to be returned to school at the beginning of the new half term.

Shoes:

Black shoes must be worn, and for the children's safety, must be flat with a fastening that they can do independently. (If your child is unable to tie up their shoe laces, it may be suitable for them to wear shoes with a Velcro fastening). Closed sandals, with socks, may be worn in the summer terms, provided that they are practical and safe for the children to wear when running and playing on the playground. Open toed sandals, plastic shoes and sandals with heels are not permitted because they are not safe to be worn in school. In the winter, ankle boots may be worn but need to be flexible enough to enable the children to sit on the carpet.

Hair, hats and other accessories:

- For health and hygiene reasons, we encourage long hair to be tied back.
- Children should only have natural coloured hair.
- Hair accessories must be practical and can only be blue or black. (Hair clips, bows and scrunchies must be small and discrete.)
- A sun hat or baseball cap is encouraged to be worn in sunny weather. **(These should be named.)**
- Nail varnish is not permitted.
- Make up is not permitted.

Jewellery and watches:

- Watches are not permitted.
- Only one pair of small stud earrings are permitted. Hoop and dangly earrings are not permitted.
- Earrings can be worn during PE lessons, only if the parent has signed a consent form that can be provided by contacting the school office.
- No other jewellery is permitted unless for verifiable religious reasons. We encourage parents/carers to make it known to the child's class teacher if their child wears jewellery for religious reasons.

School bags, lunch boxes and bottles:

(All should be named and only 1 key ring may be attached)

- A navy rucksack, big enough to fit a reading book and reading record (with or without the St Paul's and Northborough federation logo) → rucksacks with the federation logo can be bought on SCOPAY. Please speak to the office if you require support with this.
- Lunch boxes are recommended for those that choose to have packed lunches. (Colours and designs are a personal preference)

- Transparent water bottles with the school logo are available to purchase on SCOPAY. (Please contact the office if you require any support). Other transparent water bottles without the school logo can also be used.

Where to purchase uniform

Uniform can be bought from any local supermarkets or shops that stock school uniform in the navy, grey and white colours as listed above.

Uniform which has the St Paul's and Northborough federation logo embroidered on can be ordered from Northborough Junior School office, by filling in the form available in reception. Alternatively, a link is available on the Northborough website to download a price list and order form:

<https://www.north-borough.kent.sch.uk/school-information/school-uniform>

There is a local uniform bank that is held on certain days at St Paul's Church. Details of the days are always shared by the school office on Class Dojo and via Parent Mail.

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)

Parents and carers

Parents and carers are expected to make sure their child has the correct school uniform and PE kit, and that every item is:

- Clean
- **Clearly labelled with the child's name**
- In good condition
- The appropriate size for the child

Parents are also expected to contact Mrs Aldridge (saraha@st-pauls-maidstone.kent.sch.uk) 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 and 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 correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with a member of the Senior Leadership Team or Family Liaison Officer 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.

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.