# Chilham St Mary's CE Primary School

## SCHOOL UNIFORM POLICY

Policy agreed: June 2025
Policy review: June 2027

*We are a diverse, loving community, committed to providing firm foundations built on God's love and forgiveness for all. Within our family of learners, guided by Jesus' example, we nurture and encourage every individual to have the confidence to achieve their own potential, now and in the future.*

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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. Hair should be neatly groomed and kept out of the eyes. Shoulder length or longer hair should be kept tied back from the face. Simple hair bands should be used.
- 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

**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 parents and carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary or can be optional.
- Limiting any items with distinctive characteristics where possible, such as the school logo
- 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
- Avoiding different uniform requirements for extra-curricular activities
- 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

**4. Expectations for school uniform**

Our School Uniform:

**Tops**

- White or red shirt or polo shirt - we provide Year 6 children with a school tie, so white shirts are preferred for them
- Red sweatshirt, cardigan, jumper (available *with school logo*)

**Bottoms**

- Grey trousers or shorts
- Grey skirt (no shorter than knee length)

**Dresses**

- Grey pinafore

- Summer dress (red and white stripe or check)

**Footwear**

- Black flat, smart shoes
- Open toed sandals are not appropriate footwear for school (health and safety)
- Socks or tights (white / grey / red)

**Physical Education**

- Team colour PE shirt (available with logo)
- PE jumper
- Black plain shorts/skort
- Black or navy plain jogging bottoms
- Black plimsolls (for indoor)
- Trainers (for outdoor)
- PE bag with draw string

*Children should not do PE in tights so a spare pair of socks will be needed for PE days.*

**Jewellery**

Children can become very distressed when they lose or break jewellery. Jewellery such as necklaces, rings, bracelets etc. must not be worn to school. Medic alert bracelets are allowed. Inexpensive, simple wrist watches can be worn.

**Earrings**

- In the interest of safety, earrings should be of the small stud variety.
- Earrings must be removed for PE sessions. The taping of ears is not acceptable because of the danger of injury to the wearer and/or other pupils in the class. If a child cannot remove their own earrings, it should be done so at home on the day the child has PE. Staff are not permitted to remove earrings. Children will take part in a related activity if their earrings are not removed on such days.
- If a parent is considering having their child's ears pierced, they should be encouraged to do so at the very start of the summer break, as in most cases they are unable to remove them for the first six weeks.
- If ears are pierced at other times during the year, then parents must provide plastic backed earring covers as well as signing a waiver accepting responsibility for any injuries.

**Make up and/or nail polish** is not appropriate in school.

**Hairstyles and accessories**

Hair should be neatly groomed and kept out of the eyes. Shoulder length or longer hair should be kept tied back from the face. Pupils can style their hair in the way that is appropriate for school yet makes them feel most comfortable.

Our pupils should only bring their school book bags and PE bags to school. Large back packs should be avoided as they can become a hazard in the corridor and classroom.

Pupils are encouraged to bring their own named plastic water bottles to school to sip from throughout the day. These should be filled with water only, unless the child has a medical problem requiring them to drink something else. Pupils should take their water bottles home every night to be cleaned.

## 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 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 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 our school positive 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
- 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.

**6. Monitoring arrangements**

This policy will be reviewed every two years, or before if required by the Headteacher. At every review, it will be approved by FGB.

**7. Links to other policies**

This policy is linked to our:

- Positive Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints' policy