

# **Gresham Primary School**

## **School Uniform Policy**

**November 2022**

**Gresham Pupils Succeed  
because everyone is happy, kind,  
challenged, inspired and  
ready for the future.**

Date policy last reviewed: \_\_\_\_\_

Signed by:

_____	Headteacher	Date: _____
_____	Chair of governors	Date: _____

Last updated: November 2022

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## **Statement of intent**

Gresham Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

## 1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Tendering and Procurement Policy

## 2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Addressing pupils/parents who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher 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 headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

### **3. Cost principles**

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked after children and previously looked after children.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design

and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

The 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, and that the best value for money is secured through reputable suppliers.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

## **4. Equality principles**

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## **5. Complaints and challenges**

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## **6. School uniform supplier**

Our current school uniform supplier is:

Hewitts of Croydon

45-51 Church Street

Croydon

CR9 1QQ

United Kingdom

Tel: 020 8680 4555

[School Uniforms Specialist in Croydon, London | HewittsofCroydon.com](http://HewittsofCroydon.com)

## **7. Uniform Assistance**

The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, and fabric samples where necessary.

Croydon Local Authority does not currently offer assistance with school uniform costs. However, if your child is in receipt of benefits related free school meals, the school may be able to offer assistance with the cost of uniform/acquiring uniform in some circumstances.

The school Parents' Association arranges regular second-hand uniform sales. Parents are invited to donate their child's uniform when they no longer need it.

## **8. Non-compliance**

Staff members are expected to address non-compliance of this policy; this will be with the child in the first instance, but also with parents if non-compliance continues or if the child does not understand expectations.



## 9. School uniform

### Clothing

IMPORTANT: Where parents choose to purchase a non-branded option (i.e. without the school logo), the clothing should be completely plain. **There should be no other logos or branding.**

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Red sweatshirt or red cardigan	Required	School logo required	Branded sweatshirt and cardigan available from school supplier and second-hand sale.	<a href="#">Download Hewitts of Croydon Price List Here</a>  Please note: the price list separates boys' and girls' clothing; however, the school takes a gender neutral approach, thus children may wear the items of their/your choice.
White polo shirt	Required	School logo optional	Available from school supplier, second-hand sale, available from regular retailers.	
Grey trousers, shorts or grey skirt	Required	No branding	Available from school supplier, second-hand sale and available from regular retailers.	
Red and white checked summer dress	Optional	No branding	Available from school supplier, second-hand sale, available from regular retailers.	
Sensible, plain black shoes	Required	No branding	Available from regular retailers.	
PE kit				
Plain red t-shirt	Required	School logo optional	Available from school supplier, second-hand sale and available from regular retailers.	See price list above

Plain black sweatshirt	Optional (children may instead wear their red sweatshirt/cardigan)	School logo optional	Available from school supplier, second-hand sale and available from regular retailers.	
Plain black tracksuit bottoms or leggings (for cold weather)	Required	School logo optional (logo only available for tracksuit bottoms)	Available from school supplier, second-hand sale and available from regular retailers.	
Plain black shorts (for warm weather)	Required	No branding	Available from school supplier, second-hand sale and available from regular retailers.	
Plimsoles or trainers	Required	No branding	Available from regular retailers.	

### **Other**

Only sensible school shoes should be worn. High heels, boots or open toe shoes are not permitted.

Tights and socks worn should be grey in colour.

Trainers should only be worn on PE days.

Skirts must be knee-length. Children are permitted to wear plain black/grey cycling shorts under skirts if they choose to. These must be shorter than the skirt.

Jeans are not permitted.

### **Jewellery**

- One pair of plain stud earrings – no other piercings are permitted. Newly pierced ears should be taped over for PE.
- No other jewellery is permitted.
- A smart and sensible wrist watch (no internet access or photo technology).

### **School bag**

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage. School book bags are available for the Hewitts shop; these are optional.

School bags or accompany stationery/pencil cases featuring inappropriate images, slogans or phrases are not permitted. This includes games or shows above primary school age.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

### **Hairstyles**

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy. Gresham Primary School values differences and acknowledges that children's hairstyles will also be influenced by their ethnic heritage and identity.

Hair which reaches the shoulders must be tied up (regardless of gender).

Any hair accessories (e.g. hair/head bands) should be discrete and simple and either be red or grey in accordance with the school colours. Please no bows in hair.

### **Makeup**

No child should be wearing make-up, nail varnish or false nails.

## **10. Labelling**

All pupils' clothing and footwear should be clearly labelled with their name. If a child's belongings are labelled, they will be returned to them.

Any unnamed/unclaimed items will be kept for a short period of time, and after such time may be donated to the second-hand uniform sale. **We strongly advise parents label their child's clothing to avoid the expense of replacing lost items.**

## **11. Monitoring and review**

This policy is reviewed annually by the chair of governors and the headteacher.

The scheduled review date for this policy is November 2023.