



West Monkton Church of England School

Uniform Policy

Dec 2024

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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 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 request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy (for example for children with SEND) on the grounds of equality by asking pupils or their parents to get in touch with the phase leader in the first instance, who can answer questions about the policy and respond to any requests

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: for example, by only requiring that the school jumper/cardigan, worn over the polo, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 leveler

- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding multiple different uniform requirements for extra-curricular activities
- › Considering alternative methods for signaling 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

Our school's uniform

- Grey/Black skirt, trousers, shorts or pinafore dress
- White or blue blouse/polo shirt (with or without logo)
- Maroon jumper/cardigan/sweatshirt (with or without logo)
- Summer dress or playsuit (any pink/red check or stripe)
- Grey/black socks or tights (white socks can be worn with summer dresses)
- Jewellery, other than a maximum of one stud in each ear, may not be worn. Children must be able to remove these for P.E.
- All children are expected to wear plain black school shoes. Heels are not permitted. Enclosed sandals may be worn in the Summer.
- Long hair is permitted, however this must be tied up for PE.

PE Kit

- Pair of trainers
- Plain light blue t-shirt or vest (with or without logo)
- Plain (or shadow stripe) black or navy PE shorts / skorts (without visible branded logo).
- Plain grey, black, navy or maroon tracksuit – warm tracksuit for the winter months (without visible branded logo)
- School Logo or plain grey, black, navy or maroon PE Hoodie (Optional) (without visible branded logo).
- No emblem football/or other games kits to be worn.

Children in EYFS and Key Stage One will also need a school book bag.

In a very small minority of pupils, allowances are made for reasonable adjustments to the uniform policy. This is at the discretion of the headteacher and SENDCo.

Makeup and nail varnish must be removed and not worn to school.

During extreme weather conditions, the leadership team will communicate allowable exceptions.

Where to purchase it

Most items of school uniform can be purchased from:

- JUAL Clothing, King Alfred's Business Centre, North Newton or online at <http://jual.co.uk/>
- "Taunton Uniforms" in East Reach or online at <http://tauntonuniforms.co.uk/>

The school will also periodically make second-hand uniform available for parents to collect free-of-charge before / after school. Please contact the school if you would like further help or information about second-hand uniform that is available.

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)

Pupils are also expected to contact the class teacher / phase leader in the first instance if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 (this is essential in returning 'lost' items to children)
- In good condition

Parents are also expected to contact the phase leader, in the first instance, 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.

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 or other designated person.

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 local school committee 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.

Monitoring arrangements

This policy will be reviewed every two years by the Local School Committee.

Links to other policies

This policy is linked to our:

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

Appendix 1: Uniform Examples

