Harrietsham Church of England Primary School

Uniform Policy

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Responsibility:	Headteacher
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Harrietsham Church of England Primary School

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School Context:

Harrietsham CEP Vision Statement

We are a warm, welcoming, and inclusive school rooted in our rural community. Like the mustard seed we grew from tiny beginnings and our branches are now spread wide –providing support and taking our values beyond the school gates. All those in our community feel safe and nurtured - able to flourish and grow academically, spiritually, emotionally and physically to achieve their full God-given potential.

"Nurtured we flourish"

We are a nurturing school. As such we believe in, and follow, **The Six Principles of Nurture** in all of our practice.

1. Children's learning is understood developmentally.
2. The classroom offers a safe base.
3. The importance of nurture for the development of wellbeing.
4. Language is a vital means of communication.
5. All behaviour is communication.
6. The importance of transition in children's lives.

Our Values

The roots of our vision are in the parable of the Mustard Seed.

'The kingdom of heaven is like a mustard seed, which a man took and planted in his field. Though it is the smallest of all seeds, yet when it grows, it is the largest of garden plants and becomes a tree, so that the birds come and perch in its branches'.
Matthew 13 31-32

In order to grow and reach our potential, everything that we do in school is driven by our vision and underpinned by our core Christian values of:

Love, Fellowship and Forgiveness

We expect all of our pupils to wear the appropriate school uniform: it is smart, practical and gives the children a sense of pride in both their appearance and the school. It engenders a sense of belonging and is a visual reminder of our school value of fellowship. Uniform also helps eliminate any pressure which children often put on parents to be fashionable.

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 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 and safe for school (ie smart and non-offensive) and makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.
- 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.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests.
- These will be considered on a case-by-case basis.

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 (DfE) on the cost of school uniform.

The school complies with statutory limits on compulsory branded uniform items. No pupil is required to purchase more than the maximum number of branded items permitted by current Department for Education guidance and legislation.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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, 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 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/carers to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes.
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for school uniform

4.1 Our school uniform

We expect all of our pupils to wear the appropriate school uniform: it is smart, practical and gives the children a sense of pride in both their appearance and the school. It engenders a sense of belonging and is a visual reminder of our school value of fellowship. Uniform also helps eliminate any pressure which children often put on parents to be fashionable.

We can see the benefits of Active Uniform to promote independence and resilience for our younger children. For this reason, children in Years R, 1 and 2 will have the option to wear Active Uniform. Children in Years 3, 4, 5 and 6 will need to wear our standard school uniform.

The Governors of the school request the support of all parents in providing the appropriate uniform outlined.

Optional Active Uniform for Years R, 1 and 2:

**** Please note: Children are able to wear our traditional school uniform if they wish to.**

- Maroon sweatshirt / cardigan **with Harrietsham emblem**.
- **Plain** / Harrietsham emblem (optional) white polo shirt.
- **Plain black** leggings or jogging bottoms (unbranded) / sports shorts for the summer.
- **Plain black** trainers / plimsoles / suitable shoes every day (no boots, please).
- White, black or grey socks.
- Book Bag (Harrietsham emblem optional. We would prefer children not to bring ruck-sacks, please).

PE Kit (Please note: If Active Uniform is worn, no other items of separate PE kit are needed, except):

- House coloured PE T-Shirt for PE days (unbranded).

Children should wear their Maroon sweatshirt / cardigan for PE.



Traditional Uniform for Years 3, 4, 5 and 6:

- Maroon sweatshirt / cardigan **with Harrietsham emblem**.
- **Plain** / Harrietsham emblem (optional) white polo shirt.
- **Grey** school trousers, long shorts, skirt or pinafore.
- Red and white checked summer dress (optional - Terms 1, 5 and 6)
- **Plain black** school shoes (no boots, please).
- White, black or grey socks or tights.
- Book Bag (Harrietsham emblem optional) / small ruck-sack.

PE Kit:

- House coloured PE T-Shirt (unbranded).
- **Plain black** sports shorts.
- **Plain black** leggings / joggers.
- **Plain** black or white trainers.
- School maroon sweatshirt / cardigan.



Forest School:

For Forest School lessons, all children should wear their PE Kit with long trousers. They should wear their school jumper over their PE T-shirt and full waterproof clothing (waterproof trousers and waterproof coat) should be worn. All children will need wellington boots for Forest School lessons. In the winter months, the children will need a warm coat under their waterproofs, and in the summer months, they will need a hat.

Naming Uniform:

We must insist that parents name **all items** individually by using iron on labels or permanent marker. It is inevitable that children will misplace items of clothing accidentally and finding the owner is impossible without items being named clearly.

Jewellery:

Children should not wear jewellery in school, with the exception of a watch or one small pair of stud earrings. Earrings must be removed or covered for PE and physical activities in accordance with health and safety requirements. Reasonable exceptions will be considered for religious or cultural items where health and safety requirements can still be met.

Hair:

Hair should be worn in a manner that is safe and appropriate for school activities. Long hair that restricts vision or creates a safety risk should be tied back. The school recognises and respects cultural, religious and ethnic hairstyles.

Other items needed:

- Wellies for outdoor play and Forest School.
- Waterproof coat with a hood (even in the summer terms please) – This should be waterproof and not a tracksuit coat.

- All in one wetsuits are useful for Forest School and outdoor play.
- Named water bottle.
- A plain hat for the warmer months.

4.2 Where to purchase it

Branded items of school uniform can be purchased directly from our school uniform suppliers, Monkhouse and Brigade, who have an online system for parents. This enables parents to place orders and to receive goods directly to their home address.

Monkhouse: Harrietsham Church of England Primary School (URN-118622) - School (monkhouse.com)
Brigade: School - Brigade Clothing, LTD

Items that do not require the school logo can be purchased at many large local supermarkets.

We also have a pre-loved uniform swap shop in the school office. We ask for donations of freshly washed undamaged pre-loved uniform in return for items in our swap shop. We also have a suggested donations box; please pay what you can afford.

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).

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/carers are also expected to contact the Headteacher (headteacher@harrietsham.kent.sch.uk) if they wish to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics.
- The cost of the uniform.

Parents/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are wearing the 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 school's Senior Leadership Team.

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. No pupil will be sanctioned or disadvantaged where non-compliance is due to genuine financial hardship. The school will work with families to identify appropriate support.

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.
- Takes into account the views of parents/carers 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 3 years.

6. Monitoring arrangements

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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