Christ Church CE (c) Primary School
Uniform Policy
(In line with the DfE new Statutory Guidance 2022)

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
- 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 Mrs. Julie Pilmore (Co-Head Techers) or Miss Amy Stonier (Deputy Co-Head Techers) 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 for parents/carers**

We will do this by carefully considering whether any items with distinctive characteristics are necessary.

We have limited these items with distinctive characteristics to two items: a school jumper or cardigan with the school logo and their sports t-shirt with the school logo to indicate which house team they are in.

The black sports sweatshirt with the school logo is optional. It was introduced to reduce the peer pressure of wearing branded sportswear, which we know is of high cost. School are happy for children to wear non-branded, black sweatshirts instead to reduce costs.

Along with this we also:

- Avoid specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoid different uniform requirements for different year groups.
- Avoid different uniform requirements for extra-curricular activities. School provides sportswear for these events.
- Make sure that arrangements are in place for parents to acquire second-hand uniform items.
- Avoid frequent changes to uniform specifications and minimising the financial impact on parents of any changes.

4. Expectations for school uniform

4.1 Our school uniform

We believe that a school uniform should reflect school values. Our children are proud to come to Christ Church and this pride needs to be reflected in what they wear. The uniform will instill our Christ Church values so that they become part of everything that we do.

Our school uniform is as follows:

Jumpers or cardigans:
We have red jumpers or cardigans. The jumpers need to be V-necked and both the jumpers and cardigans need to have the school logo on them.
White shirts and clip on ties:
The children need to wear white shirts and ties, to ensure that our uniform is smart. The white shirts can be purchased from any local stores and supermarkets and the ties can be purchased through school or via uniform shops.
Grey trousers or skirts:
The children need to wear grey trousers or skirts/pinafores (they can wear grey shorts or red gingham summer dresses in the summer term if they wish to).
Shoes:
All children need to wear sensible black school shoes. During the winter months, the children can wear sensible black boots.
If the children's footwear is judged by staff to be inappropriate for school e.g. trainers or 'ugg' type boots, the children will be asked to wear their pumps.
Tights:
If children choose to wear tights, these need to be red or grey.
PE/Games kit
The children need to wear: A Christ Church coloured t-shirt with the school logo (colour dependent on their sports team), a Christ Church sweatshirt or a black, non-branded sweatshirt, non-branded leggings or jogging bottoms, black shorts/skorts when the weather is warmer and trainers.
Swimming
The children need to wear a swimming costume or swimming shorts. They also need to wear a swimming hat.
Makeup and Jewellery
Children may wear a single small stud earring or one pair of small stud earrings to school. No other jewellery is permitted.
For health and safety reasons, additional earrings, hoops and dangling earrings are not permitted, as they could cause injury during PE, games and outdoor play. Children wearing these will be asked to remove them.
Earrings must be removed for swimming lessons, and children must be able to do this independently.

Make-up is not permitted, as we do not consider it appropriate for primary school children.

4.2 Where to purchase it

- Parents/carers can purchase the following items of school uniform via our online shop:
  - School jumpers
  - School Cardigans
  - Ties

- Black Christ Church sweatshirts
- Black jogging bottoms
- Coloured sports t-shirts

The link to the online shop can be found on the school website.

- Parent/carers can obtain the following uniform from other local shops:
-White Shirts
- Ties
- Grey trousers or skirts/pinafores
- Summer dresses/grey shorts
- Black sweatshirts
- Black jogging bottoms/shorts
- Black shoes/boots
- Trainers

- School actively encourage any parents/carers who struggle to buy full- priced uniform to contact school.

5. Second Hand Uniform

- School Association have set up a second-hand uniform shop.
- Parents/carers will be able to buy high quality second-hand uniform every term. The cost of this per item, will not exceed £1.
- If parents/carers need second-hand uniform urgently, then they can contact the school office to discuss how they can be supported.

6. Expectations for our school community

6.1 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 Mrs Julie Pilmore and Miss Amy Stonier (Co-Head Techers) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

6.2 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 Mrs Julie Pilmore and Amy Stonier (Co-Head Techers) 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.

6.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will talk to individual parents/carers if uniform continues to be worn incorrectly school, but will follow up with the Co-Head Techers 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.

6.4 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 and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The Governing body 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.

7. Monitoring arrangements

This policy will be reviewed yearly by the full Governing Body

8. Links to other policies

This policy is linked to our:

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