

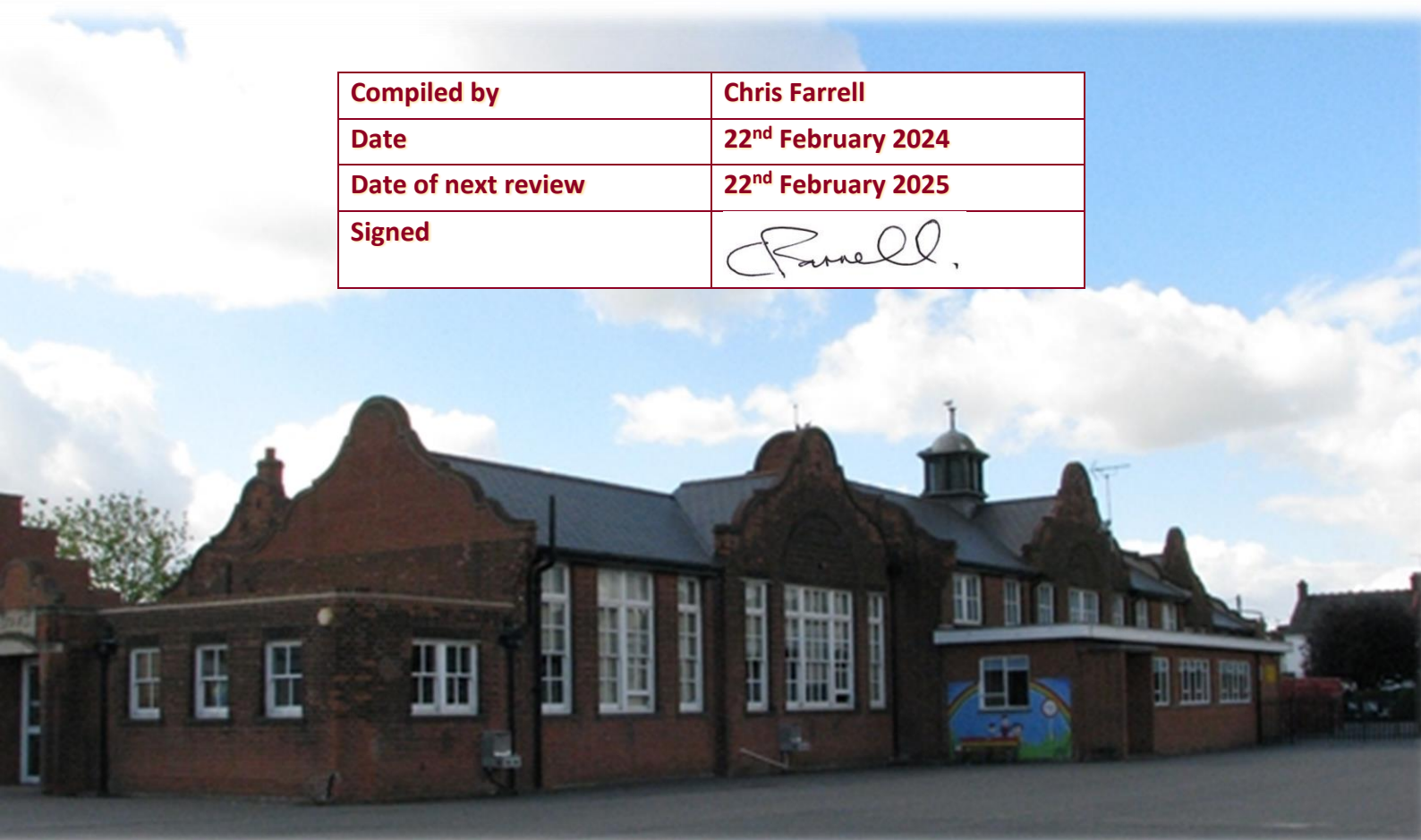


# Uniform Policy

## Hamstel Junior School

*Excellence in Everything*

Compiled by	Chris Farrell
Date	22 <sup>nd</sup> February 2024
Date of next review	22 <sup>nd</sup> February 2025
Signed	



## **Introduction**

Throughout this guidance, 'parents' should be taken to include all those with parental responsibility, including guardians and carers.

It is for the school to decide:

- rules around appearance
- whether there should be a school uniform policy and if so, what that should be
- how the uniform should be sourced

These duties are placed upon all Trustee Boards by statute to ensure that school policies promote good behaviour and discipline amongst the pupil body.

We strongly encourage the wearing of uniform as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

## **Requirements for Trustees**

Hamstel Junior School will ensure that in developing and implementing their uniform policy, they comply with the Human Rights Act 1998 and Equality Act 2010 and take into account key considerations such as safeguarding requirements and the health and safety of pupils.

We have considered how comfortable the uniform is for our pupils and will take a sensible approach to allow for exceptions to be made during extreme weather. We will ensure that our uniform is suitable and safe for pupils who walk or cycle to school, for instance, by allowing pupils to wear a coat which they could be visible in when it is dark. We have chosen a PE kit which is practical, comfortable, appropriate to the activity.

## **Other factors to consider**

Outside of our responsibilities to comply with all relevant legislation, we have considered other relevant factors. For instance, manufacturing items of clothing can have a significant impact on the environment and in response we will be able to offer pre-loved items to support this. We have considered the environmental impact of our uniform and have considered how any branded items are sourced. We have also considered the negative social impact of allowing children to wear items with expensive branded logos and the impact of that influence on young people.

## **Reviewing the policy**

We will review our policy at appropriate intervals to ensure that it is still fit for purpose. Reviewing the policy does not necessarily result in changes being made.

## **Cost considerations**

Buying a school uniform can be expensive and can place an unreasonable burden on families. Our uniform options have been considered so as not to be so expensive as to leave pupils or their families feeling unable to apply to, or attend, a school of their choice, due to the cost of the uniform, and in certain circumstances the school can provide assistance. We offer pre-loved sales of uniform throughout the year.

## **Human rights, equality and discrimination considerations**

When making decisions about our uniform policy, we have regard to our obligations under the Human Rights Act 1998 and the Equality Act 2010. We have considered the impact of our policy on pupils who share a protected characteristic. The relevant protected characteristics we have considered when developing and implementing our uniform policy include: Gender, religion or belief, race (including colour, nationality, ethnic or national origin), disability, gender reassignment.

We aim for our uniform policy to be as inclusive as possible, and have been considerate in the implementation of our uniform policy so that all pupils are able to wear the uniform.

### **Religion or beliefs**

Some religions and beliefs require their members to conform to a particular dress code or to otherwise outwardly manifest their belief. We ensure we are sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. It should be possible for most religious requirements to be met within our school uniform policy and we will act reasonably through consultation and dialogue in accommodating these.

### **Discrimination**

In developing and implementing our school uniform policy, we have considered our obligations not to discriminate unlawfully. For example, whilst we can designate different uniform requirements for boys and girls, each gender may choose to wear items from across the uniform requirements.

Even when this policy has been agreed, we will be willing to allow for some individual variations to the uniform policy, where necessary to avoid indirect discrimination. For instance, reasonable adjustments must be made, as appropriate, for pupils with a disability.

### **Complaints and challenges to the school uniform policy**

Disputes about school uniforms should be resolved locally and should be pursued in accordance with the school's complaints policy. Parents should lodge their complaints and objections with the Headteacher. A school uniform should be inclusive, where the subject of a complaint is due to a pupil's protected characteristic, we will carefully consider requests to vary our uniform policy.

### **Pupil non-compliance**

This will be carried out in accordance with the school's published behaviour policy. We will deal with pupil non-compliance in a proportionate and fair way.

### **School Uniform**

We encourage a good standard of dress at all times and want children to represent the school positively. We ask all pupils to wear our school uniform as we feel this promotes a sense of belonging and identity and helps develop pride in the school.

#### **Winter**

- Black or grey knee-length trousers/skirt
- White polo shirt
- Maroon cardigan, jumper or sweatshirt
- Flat-heeled black shoes or **plain black** trainers - **no sandals**

*Combined skirt/trousers and leggings are not permitted*

#### **Summer**

As winter or:

- Black or grey uniform shorts (to the knee)
- A pink (or red) and white gingham dress
- White socks

All school uniform is readily available from [Crawlers](#) in Hamstel Road and [Brand Identity](#) along Sutton Road.

### **PE Kits**

All children are expected to change fully into the correct clothing for P.E., games and swimming.

Each pupil will require a pair of plimsolls or trainers, a plain yellow T-shirt and maroon shorts. Yellow T-shirts and maroon shorts are on sale at Crawlers.

### **Outdoor Games in Winter**

It is advisable to provide either a tracksuit or a jumper. Children may wear jogging/tracksuit bottoms or leggings. *Please note, children should not wear tights for PE so may also need a spare pair of socks.*

### **For Swimming**

All children will require a costume, towel and swimming hat in a waterproof bag. Hats are available from the school office at a cost.

### **NOT PERMITTED are:**

Large trainer boots for PE or games, cycling or Bermuda shorts for either P. E. or swimming.

### **Pre loved Uniform**

The school holds our pre loved uniform sale every month and pre loved uniform is available from the school office.

Please ensure that all clothes and belongings are clearly labelled with your child's full name to aid the return of lost property. Please remember to do this each time you replace an item.