



School Uniform Policy

September 2022

(Review September 2023)

CAPTAIN WEBB PRIMARY SCHOOL

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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 the Headteacher (Mrs Sarah Passey), 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
- Limiting any items with distinctive characteristics where possible
- Ensuring it is in a regularly available colours – making it easier to purchase from many sources.
- 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 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

4. Expectations for school uniform

4.1 Our school's uniform

It is expected that ALL items of clothing brought into, or worn, in school are labelled with the child's name as this allows us to return items which are lost.

The uniform consists of:

Navy Jumper/Cardigan or Sweatshirt – these can either have the school logo on them or not.

Black or grey trousers/skirts

White socks

Black shoes or black trainers

White or jade green polo shirts

In summer it is optional for children to wear a blue gingham dress, or grey/black short trousers.

Coats should be suitable for purpose

Book bags can be purchased from the supplier, however any suitable sized bag can be used.

The PE Kit consists of:

Indoor - Navy T-shirt

Navy PE shorts

Black Trainers or black plimsolls

Outdoor – as indoor kit in summer

Black/navy or dark grey joggers can be worn for outdoor PE in the colder months.

The children go swimming in years 4, 5, and 6. The parents are requested to provide a swimming suit and a towel. There are no restrictions on what type of swimming garment is provided.

Hairstyles should be a natural colour, but can be of any length and worn up or down. We request no extreme styles such as Mohawks or etched hair.

Jewelry should be avoided, were possible, as it can cause health and safety issues when children are playing. We accept, however that that there are some exceptions where jewelry may be required on a religious basis. Please inform the Headteacher if this is the case.

4.2 Where to purchase it

The school has just undertaken a costing exercise for the purchasing of school uniform, and the parents voted for their supplier of choice. The decisions were based on quality and cost. The parents voted overwhelmingly to move supplier to www.iwantworkwear.co.uk as they felt the uniform was a reasonable price and good quality.

It is not compulsory to buy logoed uniform, or to purchase from this company however, this is where logoed items can be purchased.

Second hand uniform

- The school will do its best to return lost items to the correct child. If this is not possible, and the items remain uncollected, those that are in good condition are sold at the end of each half term.
- Details of local uniform exchange schemes are:
 - Facebook group – school uniforms swap shop in Telford
 - Telford Crisis Support

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)

Pupils are also expected to contact the Headteacher, Sarah Passey, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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

Pupils are also expected to contact the Headteacher, Sarah Passey, if they want to request an amendment to the uniform policy in relation to their protected characteristics:

- 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.

5.3 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 in line with the schools behaviour policy.

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.

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 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.

6. Monitoring arrangements

This policy will be reviewed annually by Lynn Sanderson, School Business Manager. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

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