



# John Blow Primary School School uniform policy

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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 for health and safety reasons)
- › 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 any reasonable adaptations to our policy on the grounds of equality or personal wishes by asking pupils or their parents to get in touch with Ben Carver, 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
- › 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 houses
- › 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
- › Working in partnership with the Friends of John Blow Primary School to make 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**

The following items form part of the John Blow Primary School uniform

- Grey/Black trousers, skirt, dress, or shorts
- A red and white summer dress
- A white polo shirt or shirt
- A red sweatshirt or cardigan
- Black shoes

For PE, the children should have the following items in school:

- A red or white t-shirt
- Black shorts or trousers
- A black zip-up top or red sweatshirt (for outdoor PE)
- Trainers

Jewellery should not be worn in school. The only exception is for pierced ears where studded earrings may be worn. Smart Watches (non-cellular) are permitted in school; if these are causing a distraction to learning, we will ask for them to be removed - if this is the case, we will inform parents of this decision via a phone call.

Long hair will need to be tied back during activities which pose a risk of hair becoming tangled (e.g. PE and Design and Technology activities)

We use the Nottinghamshire County Council Schools Swimming Team to provide our swimming lessons; you will be provided with information regarding the requirement for swimming costumes and items when your child is due to attend swimming (during their time in KS2).

## **4.2 Where to purchase school uniform**

Most clothing retailers or supermarkets offer a wide range of reasonably priced items suitable for a school uniform.

There is no requirement to purchase John Blow logoed items, however, if this is something parents wish to provide for their children, these can be purchased from K&H Sports in Newark - <https://www.kandhsports.co.uk/schools/john-blow/>

Please contact the school office if you would like any support with school uniform; the Friends of John Blow (PTA) have a selection of second-hand uniform which can be purchased if required.

## **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 Ben Carver 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

Parents are also expected to contact Ben Carver 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.

### **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 Ben Carver.

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 (this will be reviewed in the 2022-2023 academic year).

## **6. Monitoring arrangements**

This policy will be reviewed bi-annually by the headteacher. At every review, it will be approved by the governing body.

## **7. Links to other policies**

This policy is linked to our:

- › Behaviour and Relationships policy
- › Home School Agreement
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy