

## Uniform Policy



*'We can and we will'*

**GLEBE PRIMARY SCHOOL**

# **UNIFORM POLICY**

## **Mission Statement**

At Glebe Primary School, we believe in an ethos that values the whole child. We strive to enable all children to reach their full potential academically, socially and emotionally.

## **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

## **Legislation and Guidance**

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:

- 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 pupils to request changes to swimwear for religious reasons
- Allow pupils to wear Hijabs, 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 school office) who can answer questions about the policy and respond to any requests

## **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

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- › Provides the best value for money for parents/carers

We will do this by:

- › Limiting any items with distinctive characteristics where possible. At Glebe we only ask for the school sweatshirt/ cardigan to have the Glebe logo and for the children to have their house colour t-shirt again with the Glebe logo on it.
- › Providing badges for the year 6 pupils who are head Boy and Head girl, Prefects, Playleaders, House captains, school council representatives and eco committee representatives.
- › Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- › Avoiding different uniform requirements for different years and classes
- › 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**

<b>Boys</b>	<b>Girls</b>
Grey trousers (long or short)	Grey skirt or trousers
Glebe logo sweatshirt	Glebe logo sweatshirt or cardigan
White polo shirt	White polo shirt
Black shoes (sensible for school, not trainers or boots)	Black shoes (sensible for school - closed toes and heels, low heels, not trainers or boots)
	Red check / stripe dresses (Summer only)

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Boy's P.E Kit	Girl's P.E. Kit
Shorts - black (not slippery satin)	Shorts - black (not slippery satin)
T-shirts - Glebe T-shirt	T-shirts - Glebe T-shirt
Plimsolls/trainers - black or white	Plimsolls/trainers - black or white
Socks - white (to change into)	Socks - white (to change into)
Football boots (when and where appropriate)	Football boots (when and where appropriate)
Tracksuits - red or black (optional - for winter outdoor work only)	Tracksuits - red or black (optional - for winter outdoor work only)

- The only school branded items which are required, are the school jumpers/ cardigans and the children's PE shirts as they relate to the house they are in.
- In year 5, when the children go swimming they will require a swimming cap that covers all their hair, a swimsuit or (no bikinis) swimming trunks (no shorts) and a towel.
- If parents wish, there are also Glebe branded baseball caps and bookbags which can be purchased via the Parentmail App or website [Parentmail](#)
- Children are allowed to wear a pair of stud earrings, not hoops, and these must either be covered or removed for PE. Jewelry for religious purposes is also allowed as is a watch. However, this must not be a smart watch where the children can send/ receive messages or take photographs.
- Children should not wear nail varnish or make up.
- Oversized headbands and hair accessories are also discouraged such as Jo Jo bows.
- Hair styles should be neat and tidy and promote our high standards of dress. Long hair should be off the face in all lessons and fully tied back for PE or when playing on playground equipment. There should be no extremes of style or colour and no shaved lines or patterns. Hair accessories should be discreet, plain and red, white or black in colour.

### 4.2 Where to purchase it

The following items can be purchased from 'Angels Uniform'. The shop is located at 317 Rayners Lane, Pinner, HA5 5EH or purchase online at [www.angelsuniforms.co.uk](http://www.angelsuniforms.co.uk). If an order is placed on their website by Wednesday and 'Collect From Store' is selected, Angels will aim to deliver your order to school free of charge by Friday. We will then deliver it to your child's class.

- Sweatshirts - Glebe logo

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- Cardigans - Glebe logo
- Polo shirts - Glebe logo (can be purchased more widely without logo)
- P.E. Red Hooded Jumper - Glebe logo (can be purchased more widely without logo)(optional)
- P.E. Black Jogging Bottoms (optional)
- Fleeeces - Glebe logo (optional)
- Reversible Fleeeces - Glebe logo (optional)

### **4.3 Second Hand Uniform:**

Glebe School now has an online secondhand uniform shop. There are no fixed prices, just donations. Please email [glebeuniformsales@gmail.com](mailto:glebeuniformsales@gmail.com) your requirements.

There are also different times of the year where second hand uniform, which has been kindly donated, is sold within the school hall. Please see the parents' newsletter and whole class story on class dojo as to when these will be.

## **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 Mrs Penney, through the school office, 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 Mrs Penney, through the school office 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.

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### 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.

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 biannually by the deputy headteachers. At every review, it will be approved by Curriculum and Policy Committee.

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

This policy is linked to our:

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

**Written: November 2022**

**To be reviewed: November 2024**