



# School uniform policy

**Approved by Governing Body:** February 2024

**Reviewed by SLT on:** 28<sup>th</sup> November 2023

**Next review due by:** September 2024

**Dissemination of the Policy:** All staff and Governors, School Website

## History of policy changes

Date	Version	Change	Origin of change e.g. change in legislation, request by TU	Changed by
				LF

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- › Avoid listing uniform items based on sex, to give all students 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 students
- › Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- › Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- › Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › Allow students to wear headscarves and/or other religious garments
- › Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs

- › Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Mr Watkins, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

### 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 by only asking that the blazer, worn over the jumper, features the school logo
- › Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- › Avoiding specific requirements for items students 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 leveller
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- › The school, provides bursaries for those students who are eligible for the pupil premium grant that can be used to reimburse uniform costs. Parents should contact the school for further details.

## **4. Expectations for school uniform**

### **4.1 Our school's uniform**

Our school uniform is simple, smart and distinctive.

We have a main uniform supplier – Monkswear-located in the High Street, Cheltenham. Certain branded items can be purchased from Monkswear (or can be obtained second-hand from the school, depending on availability).

We specify with a limited number of compulsory branded items (school blazer and tie)- please refer to the list on the school website. Other items can be purchased from Monkswear or from other high street or online retailers. Summer polo t-shirts may be worn after Easter, for the summer terms only. This is optional (otherwise shirt, tie and blazer applies).

Please read our full uniform and PE kit lists here

<https://www.pittville.gloucs.sch.uk/parents/uniform-list/>

### **4.2 Where to purchase it**

Our branded items can be purchased online or in store at Monkswear, high street Cheltenham

Non-branded items can be purchased in supermarkets and other clothing retailers

### **Second hand uniform**

We hold a stock of second hand uniform in school. Please contact school for further details.

Our PTFA also hold regular second hand uniform sales throughout the school year. Please contact school for further details.

## **5. Expectations for our school community**

### **5.1 Students**

Students 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)

### **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/carers are also expected to contact Miss Bottell, SENDCO if they want to request an amendment to the uniform policy in relation to:

- › Their child's protected characteristics

Parents/carers 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 students to make sure they are in correct uniform. They will give any students 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 Mr Watkins.

In cases where it is suspected that financial hardship has resulted in a student 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 students
- › Offers a uniform that is appropriate, practical and safe for all students

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 as required by Mr Watkins. At every review, it will be approved by the Governing Body.

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

This policy is linked to our:

- Behaviour policy
- SEND and Inclusion policy
- Pupil premium policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy