



Hempland
Primary School

UNIFORM POLICY

Review Date:

September 2024

Member of staff responsible:

Abbie Innes

Aims

It is intended that the school uniform is both affordable and accessible for all of our families. In order to meet the needs of our pupils and families, this policy has been written in line with the national statutory guidance on the cost of school uniform (November 2021). This guidance can be found here: <https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>. This policy also adheres to the Education Act: [Education \(Guidance about Costs of School Uniforms\) Act 2021](#). It has made consideration of:

- sex
- race (including colour, nationality, ethnic or national origin)
- disability
- gender reassignment
- pregnancy
- religion or beliefs

Some religions and beliefs require their adherents to conform to a particular dress code or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head. Pupils have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner.

Where the school has good reason for restricting an individual's freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may be justified.

Hempland Primary School will be 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 a school uniform policy and a governing board should act reasonably through consultation and dialogue in accommodating these.

We strongly encourage schools to have a 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

By creating a common identity amongst all pupils, regardless of background, a school uniform can act as a social leveller. It can reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

Parents should not have to think about the cost of a school uniform when choosing which school to apply for. No school uniform should be so expensive as to leave pupils or their families feeling unable to apply to, or attend, a school of their choice. Therefore, we have made adjustments to ensure equal access to our school uniform.

National guidance

The purpose of this guidance is to ensure the cost of school uniforms is reasonable and secures the best value for money.

The guidance outlines the cost considerations which schools should consider when:

- developing and implementing their uniform policies
- managing their uniform supplier arrangements.

It also covers:

- the provision of pre-loved uniform
- other support with the cost of school uniforms
- the information schools should provide to parents regarding their uniform requirements

The school uniform policy considers the above points and is detailed below:

School Uniform Policy

1.1 Uniform is required at Hempland Primary School. Uniform should be clearly labelled with the child's name.

Clothing

- Grey or black shorts, trousers, skirt, culottes or pinafore dress
 - Red or blue summer gingham school dress or culottes
 - White blouse, shirt or polo t-shirt
 - Royal blue sweatshirt, jumper or cardigan (logo optional)
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- If at any time children loan items of clothing from the school, please launder and return as quickly as possible.

Footwear

- Black flat shoes or boots. Trainers may be worn to school but must be all black (including any logo)
- Wellington boots for wet/snowy conditions

PE Kit

- Black or blue shorts or skirts
- Plain white t-shirt
- Plimsolls or trainers
- Track suit for outdoor PE. Trainers are preferred for outdoor PE
- Long hair should be tied back at all times in PE

Outdoor Wear

- A suitable coat or jacket throughout the year
- Hat for sunny weather

Bags

- Book bags are provided free of charge when starting school.
- Drawstring bags for PE kit.

Accessories

- Earrings should be one pair of studs. Earrings must be removed independently for PE.
- Jewellery, other than a watch, is not permitted.
- Hair styles should be appropriate for school.
- Make up and nail varnish should not be worn at school.

1.2 Seasonal Uniform

All of our uniform can be worn throughout the year. It is more common for gingham dresses to be worn between April and September.

1.3 Uniform branding

There is no requirement to purchase the branded uniform.
Unbranded uniform is available at a number of outlets:

Branded Uniform	Unbranded uniform in royal blue
Your School Uniform https://www.yourschooluniform.com/schools/index/hempland-primary-school-1	Asda Sainsburys Tesco Matalan

1.4 Support

Forgotten PE kit: We supply spare PE uniform in a range of sizes should this be required.

Pre worn uniform: We hold a stock of uniform that has been donated to school. We have regular pre-loved uniform sales throughout the year in which uniform can be purchased free of charge or a donation to the school made.

Requests can also be made through the school office or via the Friends of Hempland facebook page.

Book bags: Book bags are given free of charge when you join the school. Additional book bags can be purchased for £6 from the school office.

1.5 Governance

Hempland Primary School's governing committee will:

Assess the overall cost implications

Assess the overall cost implications of the school uniform policy for parents and be aware of how costs could mount up where multiple items of the same garment may be needed. For instance, when a child may grow out of an item quickly or where spare items are likely to be needed.

Assess the impact variations in their uniform can have

Assess the impact which variations in the uniform (such as house colours or specific items of clothing for different year groups) can have on total costs and the ability of parents to pass items down between siblings.

Avoid frequent changes

Avoid frequent changes to uniform specifications. Governors will show how any change in uniform specifications secures the best value for money or why the change is required.

Take action to minimise any financial impact of any change on parents (such as allowing pupils to continue to wear the old uniform for a reasonable period).

Consider how costs affect different groups of pupils

Consider how the cost of the uniform might affect each group represented at the school, especially children who belong to groups with a particular protected characteristic.

Engage with parents and pupils

Engage with parents and pupils on cost issues when they are developing their uniform policy. Hempland Primary School's LGC will show how these views have been considered in the policy.

Avoid needing additional uniform for extra-curricular activities

Minimise requiring parents to purchase additional uniform for the purpose of any extra-curricular activity. This may involve but is not limited to, extra-curricular activities such as sport, music, or drama.

Similarly, we will avoid requiring additional items to be purchased for interschool competitions. This does not preclude schools from having a standard PE kit for PE lessons.

Engage with uniform suppliers

Hempland Primary School's LGC will engage with the existing or prospective uniform supplier on how to ensure that they get the best value for money on their proposed uniform. For instance, a supplier may be able to provide standard style items cheaper than more intricate and unique designs.

1.6 Non Compliance

All cases of non compliance will be fully explored in the first instance. This may include (but not exhaustively):

- 1.6.1 Informal chat with the pupil
- 1.6.2 Telephone call with the parent
- 1.6.3 Communication with outside agencies known to be supporting the family

Non compliance which is not the result of the 6 protected characteristics outlined in the Aims section of the policy or a result of financial hardship will be dealt with in line with our school behaviour policy:

- Discussion with pupil
- Phone call home
- Time given to rectify the uniform and agreed

1.7 Complaints

Disputes about the cost of school uniforms should be resolved locally and should be pursued in accordance with the school's complaints policy.

Parents are able to lodge their complaints or objections easily. We expect the governing board to consult and work closely with parents to arrive at a mutually acceptable outcome.

The supplier, Your School Uniform, has an agreed procedure to deal with complaints about the supply and quality of uniforms.