



## Uniform Policy

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## Contents

1. Aims	3
2. Our school's legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	4
5. Expectations for our school community	5
6. Monitoring arrangements	6
7. Links to other policies	6

### 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 schools' 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 gender, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- 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 any of our phase leaders (Mrs Dunne (EYFS, Reception, Year 1), Mrs Steward (Year 2, Year 3, Year 4) and Mr Gooderham (Year 5 and Year 6), 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, such as a school logo, to low-cost or long-lasting items,
- 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 pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum
- Avoiding different uniform requirements for different year or class groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for inter school 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

#### **All pupils (Year N-6):**

Grey school trousers, shorts or skirt

Pale blue school polo shirt (B)

Blue school sweatshirt (B) or Blue cardigan (B)

Blue and White checked or grey dress

Black shoes only

A pair of winter 'wellington' boots (to be kept in school)

#### **For PE children will need:**

Dark blue or black shorts

White or pale blue tshirt (B)

Plimsolls for Years 1 & 2 / Trainers for Years 3 - 6

Bag to hold PE kit

Older KS 2 children may wear a tracksuit only during the winter season

There is no expectation that parents purchase the school branded uniform. Items of uniform which can be purchased with Rushmere Hall branding on them are indicated with (B). In all cases, we accept non branded items to be worn to school providing the colour of the item is inline with our school policy.

The website shows the local provider of our branded uniform.

### **Expectations for PE and swimming kit**

- Swimming costume
- Towel
- Swim bag / carrier bag
- Swimming hat

### **Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)**

•Wearing of any jewellery is strongly discouraged, though single ear studs are permitted but must be removed for PE (preferably before school commences).

•Children getting ears pierced should have these done at the start of the summer holiday to ensure that they can be removed safely for P.E. when term commences.

### **Other uniform expectations**

- Sun hats are vital during our hottest months. Sunglasses are not permitted unless the school is clearly provided with authorised medical information.
- Water bottles will need to be brought to school at all times.
- Extreme hairstyles are not acceptable at Rushmere Hall

## **4.2 Where to purchase it**

- The website shows the local provider of our branded uniform.
- Non branded uniform can be purchased in major supermarkets and the school colours are available.
- Second hand uniform is sold at regular intervals by the school PTA. They will advertise these times via the MCAS messaging app.

## **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. This will be made explicit in the information sent to parents.

***Please note that children currently come to school wearing their P.E kit on designated P.E. days rather than their school uniform.***

Pupils should contact Mr Fykin 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 and carers are also expected to contact Mr Fykin 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 school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents and carers to arrive at a mutually acceptable outcome.

## 5.3 Staff

Staff will closely monitor pupils to make sure they are in the 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 using the school's 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 Local Governing Body

The Local Governing Body 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 Local Governing Body 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 at least every three years by. At every review, it will be approved by Executive Team for adaptation by individual schools and approval by Local Governing Bodies.

## 7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement

- Anti-bullying policy
- Complaints policy



Rushmere Hall  
*Uniform*



**Blue School Jumper**



**Pale Blue Polo**



**Charcoal Grey  
regular fit trousers**



**Charcoal Grey  
regular fit shorts**



**Charcoal grey DRESS**



**Summer Dress**



**Charcoal grey KNEE  
LENGTH skirt**

**Black shoes**



**Seasonal Option  
Wellington Boots**



