



Ridgeway Primary School and Nursery

Uniform Policy

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Document History

Revision date	Page no	Significant changes made
May 2022		Model policy adapted for Ridgeway Primary School
June 2024	Throughout	Updated terminology replacing parents/carers with families
	2 & 5	Changed contact method from email to Weduc
	3-4	Table updated following uniform review. Uniform supplier changed from M&S to Earth.
	6	Changed from Governors to Headteachers following delegation of responsibility

Links to other policies

This policy is linked to our:

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

Contents

1. Aims.....	2
2. Our school’s legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform.....	2
4. Expectations for school uniform	3
5. Expectations for our school community.....	4
6. Monitoring arrangements.....	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 families
- 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)
- 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 families to contact Suzanne Kelly or Rebecca Shelley through the school office via Weduc, 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 families’ 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 families

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics
- 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 leveller
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for families to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on families of any changes
- Consulting with families 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

Wearing uniform with a logo is not compulsory, but we encourage families to choose items bearing the school logo for sweatshirts, jumpers, cardigans and PE t-shirts.

Pupils will wear their P.E. kit into school on the days they have P.E. and will wear the main uniform on the other days.

Item	Colours	
MAIN UNIFORM		
Crew Neck Sweatshirt / Sweatshirt Cardigan	Black (School logo option available)	Required
Polo Shirts	White (School logo option available)	Required
Trousers / Shorts / Skirt / Pinafore	Grey	One option required
Summer Dress	Yellow check	Optional for warmer months
Socks	White or Grey	One option required
Tights	Black or grey or white	
School Shoes	Black (Note: Fashion shoes, trainers and boots are not suitable footwear.)	One option required

Outdoor Coats (Please ensure they are suitable for inclement weather conditions)	No specific colour	Required
School Bag	No specific colour (Small rucksack style)	Required
Hair Accessories (small hair clips/headbands)	No specific colour	Required for longer hair
PE UNIFORM		
PE T-shirt	Yellow Crew Neck (School logo option available)	Required
PE Shorts	Black	Required
PE Outdoor Tracksuit – joggers and games zip hoodie	Black (School logo option available)	Optional but advised for colder months
PE Footwear	Plain trainers	Required

4.2 Where to purchase it

To purchase items of uniform with the school logo, please visit <https://www.earthuniform.com/collections/ridgeway-primary-school>. Items of uniform without the school logo can be purchased in any high street clothing department or can be purchased online.

PTCA Second-hand Uniform Sales

Our PTCA regularly run second hand uniform sales, where families can buy uniform donated to the PTCA by families whose children have outgrown their uniform items. This an environmentally friendly way to reduce uniform costs and support the school.

Further information can be found on our school website:

<https://www.ridgewayprimaryschool.org.uk/virtual-office/uniform/>

4.3 Length of Skirts, Dresses and Shorts

As the children often sit on the carpet and participate in active learning, skirts, dresses and shorts need to be a suitable length and shape to enable this and to protect the modesty of the children. Short skirts or dresses or very short shorts are not suitable for school.

4.4 Jewellery

Earrings: children should only wear small stud style earrings. In line with recommended best health and safety practice, children should not wear earrings or jewellery in P.E. lessons, including watches, 'Fitbits' or other step tracking devices. Earrings should be removed and left at home on PE days. If earrings cannot be removed (if the child's ears have been recently

pierced for example) surgical tape can be used to cover any earrings during P.E.; this must be applied by families on the day of your child's P.E. lesson unless your child is capable of doing this themselves. Families will be asked to provide this tape for your child to use in class. No other jewellery or other fabric braded style accessories should be worn.

4.5 Watches

If children choose to wear a watch, we would encourage this to be an analogue one as it can support in learning how to tell the time. No SMART watches or similar watches that connect to the internet, can receive messages or take photos or videos are to be worn by children in school.

4.6 Make up including nail polish

Children should not wear any make-up or nail polish in school.

4.7 Jewellery of Religious / Cultural Importance

Where a child has to wear jewellery for Religious or Cultural reasons, we ask that this is worn underneath clothing (where possible) for health and safety reasons.

For P.E., we ask that this is removed for the session. This can be stored by the teacher during the session. If it is cannot be removed, staff will try to ensure that participation in P.E. lessons can occur safely for both the wearer and other participants, for example ensuring a necklace is tucked into a child's t-shirt. However, best practice and health and safety advice from the Association of Physical Education's "Safe Practise in P.E., School Sport and Physical Activity" states children should not wear jewellery in P.E. (except studs when taped) which can be similar in appearance to adornments of religious faith. Therefore, if your child cannot remove their religious/cultural jewellery, please inform the class teacher. Following this a further letter will be sent regarding responsibility for your child wearing this jewellery.

4.8 Clothing of Religious Importance

Clothing such as head coverings are allowed to be worn in line with the requirements of the child's religion.

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 the Headteachers if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Pupils will wear their P.E. kit into school on the days they have P.E. and will wear the main uniform on the other days.

5.2 Families

Families 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

Families are also expected to contact Suzanne Kelly or Rebecca Shelley through the school office via Weduc if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Families 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 families 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 headteachers if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with through conversations with the child and/or families. If needed, the school's Behaviour policy will be used.

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 Headteachers

The Headteachers 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 families and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The Headteachers will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed every 3 years by the Headteachers.