



The Grove Junior School **School Uniform Policy**

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Headteacher: Lorna Urquhart

Chair of Governors: Sheila Smith

Held by: School Improvement Committee

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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 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 parents to get in touch with the Headteacher, 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 where possible for example, by only asking that the PE shirt features the school logo
- Limiting items with distinctive characteristics to low-cost 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 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- 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

- Which branded items are required: School P.E. t-shirt.
- Which branded items are optional: School rain coat, school polo shirt, water bottle, P.E. fleece.
- Where the school accepts generic items instead of branded ones: Rain coat, polo shirt (should be white), water bottle, fleece (should be black with no hood and unbranded and with no sports logos), grey school shorts or grey school trousers.
- Expectations for PE and swimming kit: For P.E., pupils wear trainers, black shorts or tracksuit bottoms, the branded P.E. t-shirt and a fleece (if needed). For swimming, pupils need a swimming costume, towel, swimming hat and goggles (none are branded).
- Expectations for jewellery and hairstyles: Pupils are not allowed to wear jewellery during P.E. or swimming. Pupils are allowed to wear stud earrings whilst not participating in P.E. or swimming. Pupils are asked not to wear hair accessories apart from hair bands whilst at school. Pupils with shoulder length hair must tie it back at all times.
- Expectations for shoes, bags and coats: Pupils should wear black school shoes and wear trainers for P.E. Pupils should have a school bag and a waterproof coat.
- **Uniform list:**
 - White** polo shirt
 - White** shirt with collar and school tie for formal occasions
 - Grey** knee length shorts and skirts
 - Grey** school trouser (no leggings)

Red school sweatshirt/cardigan
Black school shoes (no trainers or open toed sandals)
Grey tights or socks
Optional: Red waterproof reversible jacket

- **Black shorts**
- **Black and red PE top with school logo**
- **Trainers** for outdoor PE.
- **Black jogging bottoms/ leggings/ sweatshirt (no hood)** for cold weather
- **Swimming** hat/swimsuit (Year 4 swimming lessons)
- **Optional:** red waterproof reversible jacket (fleece inner)

4.2 Where to purchase it

- Parents and carers can purchase any items with the school logo from Stevensons (based in St Albans and Harpenden) or Beats School Uniform (based in Harpenden). Items of clothing that do not have the school logo can be bought more widely, e.g. from 'high-street' retailers such as supermarket chains.
- Pre-loved uniform:
 - The Parent Teacher Association (PTA) arrange Pre-loved uniform sales that are hosted on the school site throughout the academic year and details are shared with parents and carers beforehand. The school is also building a PTA Uniform shop on the playground so that pre-loved uniform can be shared more frequently.

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 Headteacher 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 the Headteacher 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.

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.

Ongoing breaches of our uniform policy will be dealt with in reference to the school's behaviour policy. The school will make every effort to encourage the family to support the uniform policy and to work positively with staff. The school will make every effort to understand the barriers to preventing a pupil from complying with the uniform 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 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 every two years by The Governors. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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