

# School uniform policy

Kenmore Park Junior School.

Sept 2022

<b>Approved by:</b>	KPJS governors	<b>Date:</b>
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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:

- 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 alternatives to swimwear for religious reasons and which is acceptable to Harrow Leisure Centre.
- 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 school who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

We take into account factors such as:

- The socio-economic status of your school community
- Pupil demographics
- Views of your school community

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

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:

- › Limiting any items with distinctive characteristics where possible for example, by only asking that the school' jumper/P.E. top are the only 'fixed' items required to be brought from the school which features the school logo
- › Limiting items with distinctive characteristics 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, e.g. **the requirement to wear black shoes, grey/black trousers/skirt, white shirt do not specify where these need to be purchased from.**
- › 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
- › 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 – KPJS jumper and P.E. top.
- › Which branded items are optional – none, but preferably use the school's P.E. t-shirt for team colours.
- › Where you'll accept generic items instead of branded ones – almost all items can be bought as alternatives, except the jumper.
- › Expectations for PE and swimming kit – these are required for Y5 swimming. Swimming is compulsory and swimming trunks (not underwear), swimming cap must be bought by parents. Some items, e.g. cap, are available at low cost from the school. Related items such as towels, footwear and religious items such as full body swimsuits are the responsibility of parents.
- › Expectations for jewelry and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010) – following Harrow Council advice, pupils must remove religious items for swimming and P.E.
- › Expectations for shoes, bags and coats – as appropriate for the weather (e.g. summer clothes) and the items pupils bring into school. Avoid large rucksacks (restricted storage space)
- › A visual guide to our full uniform is on display in our corridor and fully explained in the school brochure which all parents receive.

## 4.2 Where to purchase it

- Jumper/P.E. top available from Welfare room, via school's payment app. All other items can be purchased locally at low cost.

## 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 school if they want to request an amendment to the uniform policy in relation to their protected characteristics, or the cost of the uniform

### 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 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 by school staff

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

## 6. Monitoring arrangements

This policy will be reviewed annually by governors. At every review, it will be approved by the governors

## 7. Links to other policies

This policy is linked to our:

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

SM 1/9/22