Uniform Policy

Haywood Grove School
Proud to be Special - Proud to be Different

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1. Aims

Our uniform 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 avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for wearing a 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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, Haywood Grove School:

- Avoids listing uniform items based on sex, to give all children the opportunity to wear the uniform they feel most comfortable in
- Makes sure that our uniform costs the same for all children
- Allows all children to have long hair (that can be tied back for safety when the need arises)
- Allows all children to style their hair in a way that is suitable for school and makes them feel most comfortable

- Allows children to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allows children to wear headscarves and/or other religious garments
- Allows children with sensory or other needs to make reasonable adaptations to their uniform depending on their specific needs
- Allows for reasonable adaptations to our policy on the grounds of equality by asking children or their parents/carers to get in touch with the Headteacher who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 a school logo cannot be purchased from a wide range of retailers and that requiring many such items limits parents'/carers' ability to 'shop around' for a low price.

We therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We do this by:

- Limiting the number of items that have a logo on so that the school's uniform can act as a social leveller
- Offering alternative items to those with logos where possible such as providing logos that can be ironed/sewn on
- Avoiding specific requirements for items children could wear on non-school days, such as coats and bags
- Avoiding different uniform requirements for different groups of children (younger/older)
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items (we describe these as 'pre-loved' and are freely available from school.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and children 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

Item			Alternatives (offered to limit cost and to provide sensory comfort)
Tops	Kingfisher Blue sweatshirt or cardigan with logo	White polo shirt with logo White t-shirt with or without	White polo shirt with no logo Light blue polo shirt with no

		logo Light blue t-shirt with or without logo Black t-shirt with or without logo – available from many retail outlets	logo Black polo shirt with no logo - available from many retail outlets
Bottoms	Dark grey or black trousers/shorts for summer months	Dark grey or black skirt (cycling shorts to be worn under skirts for modesty)	Dark grey or black jogging bottoms Dark grey or black jogging shorts Dark grey or black leggings
Footwear	Black soft soled shoes for inside (plimsolls) (the youngest class do not wear shoes inside but will need them for moving around the school environment)	Black hard soled shoes or trainers for outside	Trainers can be any colour to avoid the need to have multiple pairs
Physical Education (children may wear their PE kit to school on their PE days)	White t-shirt with school logo Dark grey or black shorts Black plimsolls	One piece swimming costume or swimming trunks (more modest alternative swimming costume may be worn if required)	Plain white t-shirt can be worn as an alternative to the version with a logo Light blue t-shirt as above Black t-shirt as above
Outdoors	Warm and waterproof coat Wellies		

Jewelry

Children are permitted to wear stud earrings.

Hair

We do not believe that hair texture and style has any bearing on anyone's ability to succeed. As such children can have long or short hair and can style it in such a way that is suitable for engaging with the curriculum fully.

4.2 Where to purchase it

Items with logos are available from the school office. Other items are available from high-street retailers.

The school holds pre-loved uniform items with logos that are available for children to use as spares and we request that parents and carers whose children leave the school consider returning items with logos so that we can keep a bank of spares with a range of sizes.

Children new to Haywood Grove are provided with two free items with logos.

5. Expectations for our school community

5.1 Children

Children are expected to wear uniform 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

Children 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 uniform and PE kit, and that every item is:

- Clean and in good condition
- Clearly labelled with the child's name

Parents and carers 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 and carers are invited to lodge any concerns relating to the school uniform with the headteacher who will work closely with the parent/carer to arrive at a mutually agreeable outcome.

5.3 Staff

Staff will monitor children and encourage them to wear uniform. They will be mindful and considerate when a child is not wearing uniform and seek to resolve the situation.

5.4 Governors

The 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/carers and children
- Offers a uniform that is appropriate, practical and safe for all children

The 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 re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed every two years by the Head Teacher. At every review, it will be approved by the Governing Body.

7. Links to other policies

This policy is linked to our:

- Equality information and objectives statement