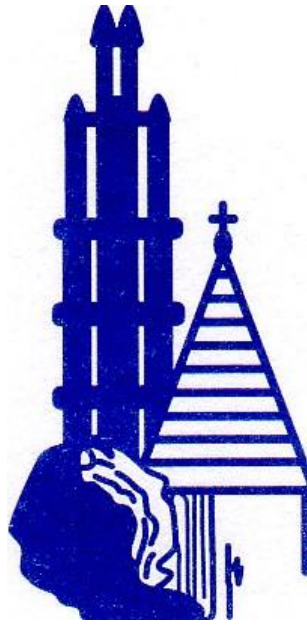


# Hadlow Primary School



## School Uniform Policy

**Approved by:** FGB

**Last reviewed on:** June 2024

**Next review due by:** June 2025

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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 Miss Chapman, 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 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

- › Has longevity and durability to ensure items do not have to be replaced often

We will do this by:

- › Carefully considering whether any items with distinctive characteristics are necessary
- › Limiting any items with distinctive characteristics, by only asking that the jumper or cardigan feature the school logo
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › 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
- › Providing a tie for Y6, who require a different pattern
- › 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
- › Providing uniform items for Pupil Premium families on an annual basis
- › 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

#### Option 1

Mid grey shorts or trousers (formal- not cargo style)

White shirt or blouse (long or short sleeved)

Blue Hadlow v-neck jumper or cardigan

Blue and yellow school tie

Mid grey or black socks



## **Option 2**

Tartan pinafore dress, kilt or pleated skirt  
White shirt or blouse (long or short sleeved)  
Blue Hadlow jumper or cardigan  
School tie (not to be worn with pinafore)  
  
Mid grey or black tights



## **Option 3 (Terms 1, 5 and 6 only)**

Blue and white gingham checked dress  
Blue Hadlow jumper or cardigan (weather dependent)  
Black, white or grey socks

## **PE Kit**

Named, drawstring PE bag  
Plain white T-shirt  
Blue or black drawstring shorts  
Blue or black tracksuit bottoms  
Blue or black tracksuit jumper (no hoodies)  
Black or white trainers or plimsolls

## **Shoes and Bags**

- Black, sensible, flat shoes should be worn, in a style that your child can fasten themselves. If other shoes (e.g. trainers or wellingtons) are worn to school, parents must ensure that children have school shoes to change into otherwise they will be required to change into their plimsolls.
- Children should bring a blue book bag to school, preferably with the school logo, but these are not obligatory. These are available from Monkhouse.



## **Other Accessories**

- Please note that all Year Six children will be gifted a special tie when they move up to Rowan Class. The Year Six tie is bespoke and available through Monkhouse.
- The only jewellery items that may be worn are small, plain gold or silver studs or agreed items of religious significance. All jewellery must be removed on PE days.
- A sensibly-sized watch may be worn, but no smart watches permitted.
- No nail varnish or make up is to be worn.

- Temporary tattoos (including henna) should wherever possible be removed or in exceptional circumstances covered up.
- Charity wristbands and/ or accessories may be worn during the designated week

### **Hair Styles and Accessories**

- Long hair (past the shoulder) should be tied back using plain hairbands or plain hair bows (no larger than 8cm) in school colours.
- Hair should be a natural colour and any hair colours used for special occasions during term time must be wash-in/wash-out colours.
- Hairstyles incorporating shaved patterns or excessive use of styling products are not considered appropriate for school.

**ALL CLOTHING AND ACCESSORIES MUST BE NAMED USING A PERMANENT PEN OR PREFERABLY, A STITCHED LABEL. THE SCHOOL WILL NOT BE HELD ACCOUNTABLE FOR ANY LOST OR MISPLACED ITEMS.**

### **4.2 Where to purchase it**

Bespoke, Hadlow uniform items are stocked by Monkhouse only. These can be purchased online, with store fittings available at their nearest store detailed below. All other items should be easily accessible at local supermarkets or clothes stores. Our PTA have an online pre loved uniform shop and our FLO arranges a second had uniform sale at least once a month from which uniform may be exchanged or purchased at a considerably reduced cost. There are also items stocked in the office for resale or voluntary contribution.

#### **Tunbridge Wells**

64 Calverley Road,

Tunbridge Wells

Kent

TN1 2UG

**Telephone number:** 01892 481956

**Email address:**

[tunbridgewells.shop@monkhouse.com](mailto:tunbridgewells.shop@monkhouse.com)



## 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 Miss Chapman 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 Miss Chapman 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.

### **Breaches of Policy**

It is recognised that occasional breaches of policy may be unavoidable. If this is the case, parents must send in a note, email the class account or speak to a teacher in person to explain the reason for the temporary breach. In these circumstances, the child will be loaned school uniform items for the duration of the school day.

When children do not wear school uniform including wearing plain black shoes and no contact has been made with the school, we will telephone home and ask parents to bring the correct school uniform into school for their child. If this is not possible, the child will be loaned school uniform items for the duration of the school day. Pupils will not be allowed to wear the non-uniform items.

Persistent breaches will be followed up by the Headteacher, who will write to or meet with parents to discuss the reasons for the breach. Support will be offered where applicable. The Headteacher has the final say on what constitutes acceptable uniform and has the right to waive temporarily any part of this policy (with the exception of the application of the complaints policy) if he/she determines that exceptional circumstances apply. Any temporary waivers will be issued by email or in writing with a stated end date, and may be issued for individuals or the whole school as appropriate. Any complaints arising as a result of this policy will be dealt with in accordance with the school's Complaints Policy.

### 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 the Headteacher, Miss Chapman

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 Headteacher. 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 Policy
- › Anti-bullying policy
- › Complaints policy