



# **Leamington Hastings C of E Academy**

## **Uniform Policy**

*Sowing the seeds of a lifetime love of learning in a caring, Christian community.*

### **Plant, Grow, Flourish**

**Latest policy update: May 2022**

## 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 style their hair in the way that is appropriate for school yet makes them feel most comfortable
- 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 Suzanne Marson ([suzanne.marson@leamingtonhastings.covmat.org](mailto:suzanne.marson@leamingtonhastings.covmat.org)) 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Avoiding specific requirements for items pupils could use on non-school days, such as coats and water bottles
- Keeping the number of optional branded items to a minimum
- Avoiding different uniform requirements for different year/class 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
- 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

We encourage children to take pride in their appearance and ask that they wear school uniform from

the items listed below. Please ensure that all items of school uniform are named.

- Uniform worn everyday for nursery children, and on non P.E. days in all other year groups  
Children should wear:
  - A red cardigan or jumper (school logo optional)
  - A white or red polo shirt (school logo optional)
  - Smart, dark grey school trousers, shorts, culottes, skirt or dress
  - White, red or grey socks or tights
  - A red, checked summer dress may be worn in warmer weather
  - Black school shoes, with a Velcro fastening unless children can independently tie their own laces
- Uniform worn on P.E. days in reception, year 1 and year 2  
Children should wear the following so that they are suitably dressed to take part in sporting activities:
  - A red cardigan, jumper or fleece zipped jacket (school logo optional)
  - A white or red polo shirt (school logo optional)
  - Plain black jogging bottoms, leggings, shorts or skirts
  - White, red or black socks (no tights on P.E. days please)
  - As plain as possible white or black trainers with a velcro fastening, unless children can independently tie their own laces
- Other items that children should bring into school
  - A named water bottle
  - A named, red book bag (school logo available, no rucksacks please as these do not fit into the children's drawers). Children may choose to attach a small key ring to the book bag to make it easier to identify it as their own.
  - A named coat or waterproof jacket (school logoed coat available)
  - A named sunhat in warmer weather (logoed item optional)
- Jewellery and watches
  - Children should not wear jewellery to school, other than a small pair of stud earrings. Exceptions to this will be made if jewellery needs to be worn for religious or medical reasons.
  - Children may choose to wear a watch to school. Please note that whilst we are happy for children to wear simple watches in school, smart watches that can take photographs or videos, or make phone calls, must not be worn in school.

Pictures of suitable school uniform items can be viewed on the uniform page on the school website (<https://leamington-hastings-cofe.secure-primariesite.net/uniform/>) or in the appendix at the end of this document.

#### 4.2 Where to purchase items of uniform

Non logoed items:

- There is no specification that any school uniform must contain a school logo, as such all uniform items could be purchased from high street or supermarket stores.

Logoed items:

- Should you wish to purchase items with the school logo, items such as sweatshirts, cardigans, polo shirts, fleeces, jackets and book bags are available to purchase from the Web Ellis school uniform shop in Rugby, either in person or via their online shop: <http://www.webb-ellis.co.uk/schools/infant-schools/leamington-hastings-infant-school/> Alternatively, items can be purchased online from Andrew Hyde: <https://ahyde.co.uk/collections/leamington-hastings>

Second hand items:

- We ask that any donations of school uniform are made to the school office, who will hold a stock of quality second hand items.

- Second hand items will be on sale throughout the year during the Christmas fair and Rose Queen day. Should a parent wish to purchase a second hand item of clothing at any other time, or wish to enquire about second hand stock levels, they should contact the school office ([school.office@leamingtonhastings.covmat.org](mailto:school.office@leamingtonhastings.covmat.org))

## 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
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

### 5.2 Parents and carers

Parents and carers are asked to make sure their child wears the correct uniform, and that every item is:

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

Parents are asked to contact Suzanne Marson ([suzanne.marson@leamingtonhastings.covmat.org](mailto:suzanne.marson@leamingtonhastings.covmat.org)) if they want to request an amendment to the uniform policy in relation to their protected characteristics or the cost of school 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 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 monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy a reminder, and will follow up with the Head of School who will ascertain if parents require any support to meet the requirements of the 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.

The school 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 for any logoed school uniform.

### 5.4 Governors

The local Academy Governance Committee 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 every three years by the Head of School and the Academy Governance Committee. Parents will be consulted if any changes to the policy are made.

## Appendix 1 – Images of school uniform items

Nursery every day, other year groups on non P.E. days			
Red school cardigan (logoed item available)			
Red school jumper (logoed item available)			
Red polo shirt (logoed item available)			
White polo shirt (logoed item available)			
Dark grey school trousers			
Dark grey school shorts			

Dark grey school culottes			
Dark grey school skirt			
Dark grey school dress			
Red and white checked school summer dress			
White, red or grey socks or tights with black school shoes			
<b>Reception, year 1 and year 2 on P.E. days</b>			
Red school zipped fleece (logoed item available)			
Red school cardigan (logoed item available)			

<p>Red school jumper (logoed item available)</p>			
<p>Red polo shirt (logoed item available)</p>			
<p>White polo shirt (logoed item available)</p>			
<p>Black, plain jogging bottoms</p>			
<p>Black, plain leggings</p>			
<p>Black, plain sports shorts</p>			
<p>Black, plain skorts</p>			

White, red or black socks			
As plain as possible white trainers			
As plain as possible black trainers			
<b>Other items to bring to school</b>			
Red school book bag (Logoed item available)			
Water bottle (any colour)			
Coat or waterproof jacket of any colour (Logoed item available)			
Sun hat in warmer weather (Logoed item available)			