Guided by God, we build a community of learners who flourish and are filled with hope.

Keighley St Andrew's C of E Primary School and Nursery

Uniform Policy

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 school jumper features the school logo
- 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 years

- 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 propo
- significant changes to the uniform policy and carefully considering any complaints about the policy

3.2 School support in meeting the costs of uniforms

If you are in receipt of certain benefits, your child may be entitled to free school meals and eligible for a uniform voucher. Please see the office for more information or visit https://www.bradford.gov.uk/benefits/applying-for-benefits/free-school-meals/

Financial assistance will be offered to Keighley St. Andrew's CE Primary School pupils who are registered on the school's Free School Meals list and Looked after Children. This will be in the form of a voucher to the value of £30.

4. Expectations for school uniform

4.1 Our school's uniform

Royal blue sweatshirt / cardigan with logo.

White polo shirt

Winter: Grey or Black Trousers / Pinafore / Skirt

Summer (optional): Grey shorts / blue gingham dress

Footwear: flat ALL black shoes or plain black trainers or plain ALL black, low-heeled boots in winter, No white or coloured trainers

Optional: plain royal blue/white hijab - all other hair bands/clips must be plain and simple.

Pupils should not wear makeup to school.

4.2 On Days when PE is timetabled

On PE days your child should come dressed in their PE kit.

Send your child dressed in their school jumper or cardigan as normal but they should wear these items instead of school trousers / skirt and polo shirt

- Plain white t-shirt
- Plain black joggers, shorts or leggings (no sports branding/ no patterns)
- Plain black trainers (for outdoor PE)

4.3 Jewellery and hair

Children with pierced ears may wear small studs only. These must be removed for all P.E. or covered with tape (provided by parents), by the children themselves. We DO NOT allow any rings or bracelets for safety reasons.

It is expected that in the interest of health and safety long hair is tied up.

4.4 Where to purchase it

- These are available at Whittakers uniform suppliers in Keighley www.whittakersschoolwear.co.uk/product-category/keighley/st-andrews-primary-school/

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 by a member of the senior leadership team.

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 annually by the headteacher. At every review, it will be approved by the full governing board.