

MAYFLOWER FEDERATION

School Uniform Policy

Contents

1. Aims.....	2
2. Our school’s legal duties under the Equality Act 2010.....	2
3. Limiting the cost of school uniform.....	3
4. Expectations for school uniform.....	4
5. Expectations for our school community	6
6. Monitoring arrangements.....	7
7. Links to other policies	7

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Head of School, 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- 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 year/class/house groups in KS1 and KS2
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

Phase	Uniform List	Available from
EYFS: Nursery and Reception	Burgundy Polo shirt with logo	School Supplier
	Round Neck Grey Sweatshirt with logo	School Supplier
	Grey Trousers / shorts	Parent choice
	Grey socks/ tights	Parent choice
	Black velcro shoe	Parent choice
KS1 & KS2: Years 1 - 6	Optional: Navy Blue blazer with logo	School Supplier
	Grey V-Neck sweatshirt with logo	School supplier
	White collar shirt (No polo-shirts)	Parent Choice
	School tie (KS1 – elasticated; KS2 self-tying)	School Supplier
	Grey trousers / shorts / skirt	Parent choice
	Grey socks/ tights	Parent choice
	Black shoes	Parent choice
	Plain navy blue PE top (logo – optional)	Parent choice/ School supplier
	Burgundy PE shorts	Parent choice/ School Supplier
	Plain Black PE plimsolls/ trainers	Parent choice

- The school advises that no jewellery should be worn by children to ensure pupil safety. Only plain gold studded earrings should be worn and should be covered for PE lessons.
- The expectation that all shoes should be plain back with no branded logos.
- Coats should also be neutral colour.
- EYFS children are provided with a book bag upon starting the school. In KS1 and KS2, parents/ carers should provide a plain coloured rucksack from a high street provider or school rucksacks are available from the supplier but are optional.
- In the event of hot weather in the Summer Term, your child may wear a school coloured gingham summer dress (Red and white for Phoenix; Blue and white for Ilderton), or trouser-shorts and a collared short-sleeved cotton shirt. Alternatively, on very hot days, the school PE kit can be worn (navy logo t-shirt and burgundy shorts). It is still important that child wears their school shoes (black closed-toe shoes) and not sandals.

4.2 Where to purchase school uniform

- School Supplier Details: **'Wear Abouts' 358 Norwood Road, London SE27 9AA.**
Website: <https://wearaboutsonline.com/>
- Where parent choice is indicated above, this means these items are widely stocked at many high-street and supermarket stores.
- Second-hand uniform: Please contact the office if you wish to be advised of options for second hand uniform. If you have any spare uniform that you wish to donate to the school, then please also hand this in to the office.

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 Head of School 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/carers are also expected to contact the Head of School 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/carers 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/carers 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 Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head of School.

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
- Considers the views of parents/carers 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 Executive Headteacher. At every review, it will be approved by the Full Governing Body.

7. Links to other policies

This policy is linked to our:

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