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# St. Nicholas- at-Wade CE Primary School

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## Uniform Policy

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Written by: Taralee Kennedy

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Approved by: FGB

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Review: September 2025

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Policy adapted from the model policy provided by 'The Key for School Leaders':

<https://schoolleaders.thekeysupport.com/policy-expert/leadership-governance/school-uniform-policies/>

### **Aims**

St Nicholas-at-Wade CEP School is committed to being a place to belong and our school uniform is a crucial element for our pupils to feel connected and part of our community. It is designed to be comfortable and give children some choice within a range of items. It is important to us that school uniform is affordable.

At St Nicholas at Wade CEP, we take the responsibility and privilege of caring for God's creation seriously so our aim is to develop a more sustainable approach to buying uniform. We have a wide range of pre-loved uniform available via the school office. Parents both donate and take uniform from this pool. We believe this is kind to the planet and respects the world that God has created.

### **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 Taralee Kennedy, who can answer questions about the policy and respond to any requests

### **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, such as ties

Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability

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

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

Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

**Expectations for school uniform****Our school's uniform:**

Coat or jacket	Black or grey preferable
Jumper, cardigan or fleece	Green (branded items available from the Schoolwear Centre)
Skirt or pinafore	Dark grey
Summer dresses	white and green (check or stripe)
Trousers and shorts	Dark grey
Shirt, blouse, polo	White
Tie (optional)	Green and yellow
Shoes	Flat black shoes
Socks or tights	Green, black, grey or white
PE Kit top	White t-shirt or house coloured top (blue, red, yellow, green)
Shorts	Black
Tracksuits	Black or bottle green (outdoor games)
PE footwear	Black or white plimsolls Black or white trainers

**Where to purchase it:**

Our uniform can be obtained from the Schoolwear Centre, 56 Addington Street Margate, Kent. The Schoolwear Centre can add our school logo to uniform brought elsewhere at a cost of £4.50 + VAT

Website: [www.schoolwearcentre.net](http://www.schoolwearcentre.net)

## **Expectations for our school community**

### **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 Mrs Kennedy if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **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 Mrs Kennedy 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.

### **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.

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.

### **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

### **Monitoring arrangements**

This policy will be reviewed every three years by Mrs Kennedy. At every review, it will be approved by the Full Governing Board.

### **Links to other policies**

This policy is linked to our:

Behaviour policy

Equality information and objectives statement

Anti-bullying policy

Complaints policy