



**Easington**  
CHURCH OF ENGLAND PRIMARY ACADEMY

# School Uniform Policy

Easington Church of England Primary Academy

**Signed on behalf of the  
Governing Body:**

**Date:**

**Last reviewed on:** March 2023

**Next review due by:** March 2026

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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/carers to get in touch with Mrs pepper, 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 blazer, worn over the jumper, features the school logo
- 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

## 4. Expectations for school uniform

### 4.1 Our school's uniform

At Easington Church of England Primary Academy, a high standard of personal appearance is expected of all pupils. Please find below a list of our school uniform rules and requirements.

- Red or white shirt, blouse or polo shirt
- Red jumper, sweatshirt, cardigan or fleece
- Grey or black trousers, skirt or shorts
- Black sensible styled shoes (completely black, no markings)
- All clothes should be clearly labelled with the child's name.
- With school logo or other plain clothes are acceptable

### PE lessons:

#### For Indoor PE

- Plain white T-shirt
- Black PE shorts

#### For Outdoor PE

As far as possible and with weather permitting, PE will take place outdoors on the field or the playground. Therefore, all children need to ensure they bring the appropriate kit in order to participate in P.E outdoors. This includes:

- Plain white T-shirt and plain black shorts during the Summer Term.
- In Autumn & Winter, suitable warm clothing i.e.black warm top/outdoor tracksuit top and bottoms can be worn.
- Trainers are needed for the field or the playground.

Indoor & Outdoor PE kits should be brought into school in a PE bag on a Monday and left on the child's cloakroom peg until Friday.

### Swimming lessons:

For Swimming lessons, we ask the children to bring with them:

- Full swimming costume / short, fitted swim shorts
- Towel
- Goggles
- Swimming hat

## Jewellery / Makeup:

- Just one small gold or silver stud may be worn in each ear. This rule applies to both boys and girls.
- No other jewellery may be worn.
- Earrings must be removed **by the pupil** before PE lessons.
- Plasters cannot be worn over earrings for PE. If children are going to have their ears pierced, we recommend they have them pierced at the start of the summer holidays to avoid disruption to their learning.
- Makeup and nail varnish are not permitted.
- 'Designer' haircuts, Jo-Jo Bows, dangling braids and false pieces of hair are to be avoided

## 4.2 Where to purchase our school uniform

### To place an order:

- Visit <https://steadyschoolwear.co.uk/> and follow the order instructions.
- Alternatively purchase uniform from your choice of retailer in the above colours.

### In school:

There is a small selection of 'pre-loved' uniform available in school and we are always happy to accept any items of uniform that you no longer need.

## 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 Mrs Pepper 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 Mrs Pepper 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mrs Pepper.

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 3 years by the Headteacher. At every review, it will be approved by the school governing board.

## **7. Links to other policies**

This policy is linked to our:

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