



At Knights Enham Junior School we provide...

Inclusive and ambitious learning experiences where our school community feels safe and motivated to achieve their best.

‘Together We Achieve’

based on a model policy from Department for Education

Uniform Policy

Approved: October 2023

Review: October 2024



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 Mrs Devereux (School Business Manager), who can answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

Our school is situated in an area of low deprivation with high socio-economic status. However, there are individual cases and pockets of deprivation within parts of the community.

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 jumper, tee shirt and PE kit features the school logo.
- Allowing slow adjustment to new colours, should any changes be made.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities, such as outdoor activities.
- Considering alternative methods for signalling 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

- Purple sweatshirt or cardigan
- Light blue or white shirt/polo shirt
- Black or grey trousers / skirt (no leggings)
- Black shoes

PE kit:

- Purple or white t-shirt
- Black shorts (joggers in winter)
- Plimsolls or trainers

Outdoor Learning:

Long-sleeved top, fleece or warm jumper, long trousers (not jeans or leggings), walking boots, sturdy trainers or wellies, waterproof jacket & a change of clothes in case students get wet and muddy. Sun hat and sun cream in summer.

4.2 Where to purchase the uniform

Uniform can be ordered online from our local village stockist:

- Website: stitch-a-logo.co.uk
- sales: sales@stitch-a-logo.co.uk

Uniform is also readily available at supermarkets and chain stores.

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.

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.

6. Monitoring arrangements

This policy will be reviewed biennially.

7. Links to other policies

This policy is linked to our:

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

Review date: October 2024