



## **ROSSETT ACRE PRIMARY SCHOOL**

### **Uniform and Appearance Policy**

<b>Name of School:</b>	<b>Rossett Acre Primary School</b>
<b>Member of staff responsible:</b>	<b>Headteacher</b>
<b>Date of Policy:</b>	<b>September 2023</b>
<b>Review Date:</b>	

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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 and appearance

## 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 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 C Penhale, Head teacher (email: [office@rap.rklt.co.uk](mailto:office@rap.rklt.co.uk)) 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 and provides best value for money for parents/carer

We will do this by:

- Carefully considering which items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Allowing cheaper alternatives to school-branded items, such as plain shirts and jumpers in the school colour.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- 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.

## **4. Expectations for school uniform and Appearance**

### **4.1 Our Required School Uniform**

- grey long or short trousers (EYFS children may wear joggers\*)
- grey skirt or grey pinafore dress – skirts should be an appropriate length and not rolled up
- optional in the summer term: blue & white checked school dress
- White/light blue shirt or polo shirt
- Navy blue cardigan/jumper/sweatshirt
- White/navy blue/grey socks or tights
- Black, flat school shoes – for the health and safety of your child - children need to be able to both run around and sit on the floor crossed-legged comfortably in their footwear.
- No knee-high boots or Ugg style boots, party/high heel shoes, flip flops etc. because they are not practical at school all day. Long length and Ugg style boots are not safe/comfortable/waterproof for school. Please be wary of slip-on shoes, especially ballet style girls' shoes that do not stay on well when running and can cause accidents.
- No trainers, except when the PE Kit is being worn. Trainers should be part of the PE kit and therefore available for your child to change into, in order to use the multi-sports pitch.

\* This is our school preference to facilitate the curriculum requirements for Early Years, where a key area is physical development. This ensures children are comfortable and able to move freely. However, if you prefer, you may send your child in normal school uniform.

### **4.2 Physical Education - Clothing**

There is a minimum requirement for hygiene and safety reasons.

#### 4.2.1 For indoor PE, your child will need :

- a pair of shorts or sports leggings (skin tight shorts should be no shorter than cycling short length), a t-shirt (not a huge baggy one as this can become caught on apparatus and no midriiffs). T-shirts are available in house colours/designs from the suppliers detailed below. Alternatively, a plain blue, red, yellow or green t-shirt will be needed once you know your child's house colour. Please note that football shirts are not acceptable.
- Trainers or pumps

#### 4.2.2 For outdoor PE, your child will need the above items, plus:

- Plain joggers or a tracksuit
- A plain jumper or hoodie in navy or black, or use a spare school jumper for PE
- PE shoes / trainers. Please only provide children with lace-up shoes once they can tie their own shoelaces.

#### 4.2.3 Early Years PE

- T-shirt and shorts only. (**PE shoes and tracksuits are not required**). The class teacher will inform you if this changes.

### 4.3 Schoolwear Stockists

Items with the school logo (eg. sweatshirts, t-shirts, fleeces, book bags etc) can be purchased directly from:

- Emblazon 37- 39 Tower Street, Harrogate, HG1 1HS
- Rawcliffes 63 East Parade Harrogate, HG1 5BG
- My Clothing Limited (was previously Tesco Clothing) - [www.myclothing.com](http://www.myclothing.com)

### 4.4 Second Hand Uniform

Good quality, second-hand uniform is available and a great way to recycle and reuse. Second hand uniform sales promote our Trust's sustainability initiative and take place on a regular basis throughout the year at school events. Items are also listed on our PTA Facebook page for parents to buy and parents are encouraged to ask for items via the PTA Facebook page as and when they require items. We are always looking for donations of pre-loved uniform and if you have any to donate, please bring them to the school office.

### 4.5 Appearance

#### 4.5.1 Hair

- All children are allowed long hair (although we reserve the right to ask for this to be tied back).
- Pupils should style their hair in a way that is appropriate for school yet makes them feel comfortable.
- Extremes of fashion hair styles (such as bright hair dye – see below, shaved logos, shaved hair – unless for a medical reason) are not permitted during term time.

- Hair accessories should be small and not distract from learning.
- Children should have their natural hair colour (unless for a dress-up day, when they may have temporary hair colour /spray which should be washed out for the following day).

#### 4.5.2 Make up including nail varnish, tan and temporary tattoos

- Children are not allowed make up (including fake tan and nail varnish)
- Temporary tattoos are not allowed.
- Fake eyelashes are not allowed.

#### 4.5.3 Jewellery

- 1 set of plain stud earrings may be worn, however, there should be no other jewellery worn unless for religious purposes. (This includes 'toy' jewellery).
- Earrings should not be worn on PE or swimming days. They should be removed for PE and swimming for health and safety reasons. If they cannot be removed, parents/carers should provide micropore tape which can be used to cover the studs.

Watches and fitness trackers are allowed but should be removed for PE. Any watch/fitness tracker which has the ability to record/take photos or send/receive external messages or phone calls, are not allowed. Teachers reserve the right to ask a child to remove their watch / fitness tracker if it interferes with learning.

## **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)

### **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 Head teacher ([office@rap.rklt.co.uk](mailto:office@rap.rklt.co.uk)) if they want to request an amendment to the uniform policy in relation to:

- The 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, with the school (not on social media).

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 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 parents or carers 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.

### **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 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.

### **Monitoring arrangements**

This policy will be reviewed every 2 years by the Headteacher. At every review, it will be approved LGB.

## **6 Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equalities policy
- Anti-bullying policy
- Complaints policy

