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## SCHOOL UNIFORM POLICY

**Approved: June 2024**

**Review date: June 2028**

### Aims and Objectives

Within Southway Junior school we promote an atmosphere which encourages effort, enjoyment and a celebration of the achievements of all our pupils. Our concern for these high standards is also reflected in the pride we take in our school uniform and the feeling of belonging it creates. It is our school policy that all children wear school uniform when attending school or when participating in a school organised event outside of normal school hours. The uniform is part of our school ethos and in coming to Southway Junior School, parents agree to support our policy.

### Our policy for uniform is based on the belief that school uniform:

- Promotes a sense of pride in the school and has a positive impact on behaviour and attitudes in school;
- Develops a sense of community and belonging towards the school;
- Identifies children with our school when taking part in out of school educational activities and visits;
- Is practical and looks smart;
- Makes children feel equal to others in terms of appearance;
- Is regarded as suitable wear for school and considered by most parents as good value for money;
- Is designed with health and safety in mind.

### This policy explains:

- How we will avoid discrimination in line with our legal duties under the Equality Act 2010;
- Our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers;
- Clarifies our expectations for school uniform;
- Outlines expectations of our school community;

### 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, disability, 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;

Make sure that our uniform costs are 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 plain headscarves or patkas or other religious or cultural symbols; eg mehndi





Headteacher: Mrs V Smith

Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with a member of staff who can answer questions about the policy and respond to any requests.

### **Exemptions and adaptations**

There may be very good reason why a child requires an exemption or adaptation to the school uniform, for example, due to a protected characteristic such as disability. The school will happily work with parents and children on a case-by-case basis to ensure that every individual child's needs are met. We also understand that there may be some exceptional and unavoidable situations where children may have to come to school without a part of their school or PE uniform (lost or damaged) then we ask parents to contact us on the day to confirm the reason.

### **Limiting the cost of school uniform**

At Southway Junior School, we are very clear that the cost of uniform should not, and must not, be a barrier or cause for concern for our parents. Southway is proud to have a distinctive uniform which allows children to feel connected and part 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. Uniform with the school logo; sweatshirts, cardigans, fleeces; PE hoodies, PE joggers and PE t-shirts are all available from Monkhouse Schoolwear, based at Units 1 and 2 Bridge Road Business Park, Haywards Heath or can be ordered online at [www.monkhouse.com](http://www.monkhouse.com)

All other items can be bought from a variety of shops and supermarkets at a reasonable price.

If any parents do have any difficulties then please contact the school for support and guidance. Please ask the office for information.

*School logo items are not mandatory, however, items without the school logo on must still conform to the school colours, i.e. sweatshirts, cardigans and fleeces must be navy blue; PE hoodies and PE joggers must be black or navy blue and PE t-shirts must be the allocated house colour.*

Additionally, any child who is eligible for pupil premium/free school meals will be given 1 school logo jumper, cardigan or fleece together with one school logo PE t shirt every academic year.

**PLEASE ENSURE THAT EVERY GARMENT OR PIECE OF CLOTHING (INCLUDING FOOTWEAR) IS CLEARLY MARKED WITH YOUR CHILD'S NAME.**

### **Uniform requirements**

White polo shirt / white shirt

Navy blue sweatshirt / cardigan with logo

Dark grey / navy / black skirt school style trousers or shorts/skorts

Navy fleece with logo (optional)

Black suitable shoes (leather or leather look) – no boots / heels / backless sandals or canvas shoes

Black/grey/navy/white socks or tights

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Headteacher: Mrs V Smith

## **Summer Option:**

Blue/White striped or checked dress/shorts/skorts

## **PE Uniform**

House colour T-shirt with school logo (school logo optional)

Royal blue/navy/black shorts

PE Hoodie & joggers with school logo (optional) or track-suit for outdoor PE in cold weather (preferably navy blue / black)

Plimsolls or trainers are required for field or playground games

A cloakroom bag for PE

Football boots are not compulsory but may be bought if desired

## **Swimming Kit**

One piece swimming costume/trunks or short swimming shorts (no Bermuda style shorts)

Swimming hat (compulsory for all)

Towel

All in a named bag

Swimming hats can be purchased from the School Office

## **Footwear**

All footwear must be all black leather or leather look shoes with no discernible markings i.e. coloured logos or coloured symbols / flashes etc, and with black soles. Children should not wear heels, boots, backless sandals or canvas shoes for health and safety reasons. Boots are any footwear which extends beyond the ankle.

## **Jewellery**

Southway Junior School recognises that some children may wear jewellery for religious, medical or personal reasons. Stud-like earrings are acceptable. Overtly large, dangly jewellery is not accepted as this can cause risk to the child wearing it and their peers. All jewellery is expected to be removed for PE lessons unless exemption is given by the Headteacher on an individual basis. Smart watches that connect to the internet or take photos are not permitted to be worn at all. Recently pierced ears should be taped over with a plaster / micro-pore tape (provided by parents) for PE and swimming and watches removed to prevent them causing injury.

*Note: staff will not put earring studs etc. back in if the child cannot manage it*

## **Hair**

Hairstyles should be reasonable and appropriate for being in a learning environment at school. Extreme hairstyles which include unnaturally coloured dyes are not acceptable at school. All children, are required to have their hair tied back, if long enough, for PE, DT and cookery lessons. Hairbands and hair ties etc. should be plain with no flowers, bows or other embellishments.

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## **Make-up**

Make-up is not acceptable under any circumstances, including nail varnish. Fake tattoos are not appropriate at school and must be removed without trace.

## **Birthdays and non-uniform**

We like to recognise and celebrate children's birthdays at Southway knowing that it means so much to them. As a birthday treat, children will be allowed to wear non-uniform on their birthday in school. If their birthday falls on a weekend or during the holidays, children may wear non-uniform on the closest school day to their birthday. Children should not wear any shirts / sweatshirts with slogans and / or images which may cause offence. Short skirts and bare-midriffs are not permitted.

## **Expectations of our school community**

The Headteacher:

- Implements and monitors the policy throughout the school community as part of the duty within maintenance of day-to-day discipline in the school;
- Gives collective praise for wearing uniform as well as reminders of the need to do so to classes within assemblies;
- Has overall responsibility for ensuring standards are maintained;
- Issues letters to parents / carers if required.

The Governing Body:

- Ensures the policy is appropriate for our school context;
- Works with the headteacher to offer a uniform that is appropriate, practical and safe for all pupils;
- Aims to work alongside the Headteacher with parents to arrive at a mutually acceptable outcome should significant issues arise.

The staff will:

- Support the Headteacher in maintaining high standards of uniform dress;
- 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;
- Dress appropriately; teachers and teaching assistants should set a good example in what they wear, avoiding overly casual clothing;
- Provide role models in the wearing of appropriate clothing ie wearing sportswear during a session where PE is being taught;
- Make discreet and sympathetic enquiries when children fail to wear school uniform.

The Parents/Carers will:

- Support the School Uniform Policy;
- Ensure children come properly dressed and ready for their schoolwork every day;
- Ensure all items of clothing are clean and clearly named – this helps lost items to be easily identified and returned;
- Parents and carers should raise any complaints about the school uniform in a timely manner by following the school complaints procedure.

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### The Children will:

- Wear the school uniform when attending school, representing the school or if required when participating in a school organised event outside normal school hours;
- Wear the school uniform with pride;
- Try to keep their uniform clean and tidy;
- Remember to bring kit on the correct days.

### **Non-compliance with the School and P.E Uniform Policy**

If a child breaches the school uniform or P.E uniform policy, the teaching team will discreetly talk to them to find out why they are not in uniform and to remind them of the need to wear one. If a child breaches this again a reminder letter will be sent home to parents notifying them of this breach. In cases of persistent non-compliance, the Headteacher may contact the parent / carer directly to discuss this matter. Southway Junior School expects all pupils and parents to conform with this policy, but in the event of persistent breaches, we will work closely with the parents / carers to resolve the situation.

