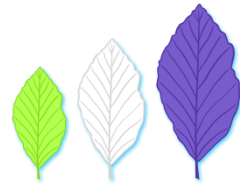


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**Linaker**  
**Primary School**

# **School Uniform Policy**

**Updated: January 2023**  
**Presented to Governors:**  
**Spring 2023**

**Review Date: January 2024**  
**Chair of Governors: David**  
**Jones**  
**Headteacher: Jan Holmes**

*Together we flourish and grow*

## **British Values and Policy statement**

Linaker Primary School recognises that our children are a part of the wider British Society, which is multi-cultural and multi-faith in its composition. We also understand we have a crucial role to play ensuring that our children become valuable members of society, who treat others with respect and tolerance and are prepared for life in modern Britain.

Where it is appropriate and pertinent we aim to teach, reinforce and develop our inherent British Values both within school practices (please refer to our British Values statement) and within our curriculum coverage.

This statement outlines the key British Values we actively promote within the curriculum alongside our own school values of Respect, trust, compassion, courage, creativity and resilience.

- Democracy
- Mutual Respect
- Individual liberty
- Tolerance of those of different faiths and beliefs
- The Rule of Law

## 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 to get in touch with the Headteacher, 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
- 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

- White Polo Shirt or White Shirt with School Tie
- Purple school sweatshirt or cardigans ( these should not be replaced by hoodies)
- Grey shorts, trousers or skirt or Linaker Tartan Skirt / Pinafore Dress
- Grey or white socks or black, grey or white tights.
- Plain Black shoes (canvas shoes or pumps should not be worn in place of school shoes)
- A waterproof coat should be bought to school every day during the winter months
- A purple/lilac and white gingham dress may be worn during the warmer weather
- No makeup or nail varnish should ever be worn.
- The only jewellery allowed is a wristwatch or plain stud earrings (and these will need to be removed for all PE lessons)

### 4.2 Our school's PE uniform

- black (shorts or track suit bottoms)
- white (t-shirt) – no other colours are acceptable
- no jewellery (Health & safety regulations)
- swimming kit – full costume or trunks, swimming cap

### 4.3 Where to purchase it

School uniform can be purchased at Whitakers School wear in Southport

Spare uniform is also kept in school and is given to families in need of support

## 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 the Head teacher 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 are also expected to contact the Head teacher 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.

### **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 phase leader if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Deputy Head teacher

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 two years by the Headteacher. At every review, it will be approved by the full governing body