

KIMBERLEY PRIMARY SCHOOL



SCHOOL UNIFORM POLICY

Implemented in March 2023 by Local Governing Body

Last Review: March 2024

Next Review: March 2025

Statement of Intent

Kimberley Primary School is committed to promoting equality and value for money and to ensuring that no child is discriminated against due to their religion or belief, economic circumstances or social and cultural background. This policy contains provisions to meet these objectives and has been created with health and safety, value for money and practicality at its heart.

Additionally, it is important that our pupils feel a sense of belonging to our school. We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance.

We also believe it is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

Legal Framework

This policy has due regard to all legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The General Data Protection Regulations
- Data Protection Act 2018

This policy also has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021): Cost of School Uniforms Statutory Guidance

This policy operates in conjunction with the following school policies and documents:

- Home-School Agreement
- Safeguarding Policy
- Complaints Policy

Roles and Responsibilities

The Governing Board is responsible for:

- In consultation with the Headteacher and school community, establishing a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against.
- Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.

The Headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that school staff understand this policy and know what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community regarding the school's uniform and making appropriate recommendations to the Governing Board.
- Providing pupils with exemptions as appropriate e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Teaching and support staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Taking appropriate action when pupils are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. to establish school identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Head of School if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Head of School has granted an exemption.
- Looking after their uniform as appropriate.
- Respecting why a school uniform is important to the school e.g. to develop a sense of belonging.

Cost and Availability

In accordance with the School Admissions Code, Kimberley Primary School ensures that the School Uniform Policy does not discourage parents/carers from applying for a place for their child.

The school is committed to meeting the DfE's Statutory Guidance on costs and value for money by ensuring the following:

- Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.
- The school works with multiple suppliers to obtain the best value for money possible.
- The school does not enter into exclusive single supplier contracts or cash-back arrangements.
- The school does not amend uniform requirements regularly and takes the views of parents/carers and pupils into account when considering changes to school uniforms.
- Where changes are required, the school ensures that assistance is provided to parents/carers struggling to meet the associated costs.

Assistance with the cost of school uniform

When pupils start at Kimberley Primary School, parents/carers complete admissions forms which include their National Insurance/Asylum Seeker reference numbers. This allows the school to check eligibility for Free School Meals through Nottinghamshire County Council.

Where FSM families are struggling with the cost of school clothing, support will be provided by the school on a case-by-case basis. All requests for further help will be dealt with sensitively and confidentially.

Provision of second-hand uniform

School will arrange regular second-hand uniform sales so that families can purchase good quality items at a significantly reduced cost. Dates for these sales will be published on the website, via text messages, Class Dojo and in newsletters. Second hand uniform can be requested from the office throughout the school year. Items without school logos cost £1. Items with a school logo cost £2.

Religious Clothing

Some religions and beliefs require their members to conform to a specific dress code. The school does not discriminate against any religion or belief; however, the school weighs the needs and rights of individual pupils against the health and safety concerns of the entire school community.

Kimberley Primary School endeavours to allow religious requirements to be met, wherever possible.

Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Headteacher and Governing Board. This is always conducted in accordance with the school's Complaints Policy.

Equality and Inclusion

The school is required to ensure that this policy does not discriminate unlawfully.

Every step has been taken to ensure that the cost of similar uniform items, for example, trousers versus skirts, are not disproportionate.

The school endeavours to ensure that our uniform is as gender neutral and inclusive as possible. We do not insist that children of any sex must wear specific items of clothing.

Where a pupil has Special Educational Needs and Disabilities, reasonable adjustments will be made to this policy eg a child with ASD may have sensory issues linked to certain fabrics.

Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy.

To make a complaint, parents/carers should refer to the Complaints Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents/carers to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

School Uniform Supplier

Our branded school uniform supplier is: **Motif**

Purchases of branded uniform can be made via Motif either online at [www.motif.co.uk](#) or via telephone on 01158718599.

Uniform can also be purchased from elsewhere (such as supermarkets/Amazon/Ebay) without the logo.

Our Uniform

The school endeavours to ensure that our uniform is as gender neutral as possible.

The uniform is as follows:

- Navy sweatshirt or navy cardigan (with or without the school logo)
- Navy or white polo shirt (with or without the school logo)
- Dark grey or black trousers or skirt
- Grey or black tailored shorts (Summer only)
- In summer, a blue and white check summer dress may be worn (this is an optional item)
- Black, sensible shoes
- Grey, black or white socks
- Grey or black tights

Open-toed sandals are not considered suitable footwear for school.

High heels are not permitted: sensible, plain black shoes must be worn by both boys and girls.

Black jeans and leggings are not permitted in day-to-day uniform.

All items of clothing and footwear must be labelled with the pupil's name.

Our PE Kit

Children are asked to come into school on the day of their PE lesson wearing their PE kit. They can wear it for the full school day.

Parents/carers are responsible for ensuring their child is dressed appropriately for PE.

The PE kit is as follows:

- Sapphire blue T-shirt (with or without the logo)
- Sapphire blue sweatshirt (no hood) with or without the logo
- Plain navy or black tracksuit bottoms or leggings
- Navy or black shorts (towards knee length)

Suitable trainers

Plain tracksuit bottoms are preferred. However, a small, branded logo is acceptable.

All items of clothing and footwear must be labelled with the pupil's name.

Jewellery

The only permitted jewellery that may be worn is:

- Stud earrings (no other piercings are permitted)
- A sensible wristwatch (not a smartwatch)

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

All jewellery must be removed during practical lessons, for example, PE lessons / swimming lessons. If children cannot remove their own earrings, then this should be done at home on the day of PE.

School Bag

All pupils are provided with a PE bag when first joining the school.

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold children's books and reading diaries comfortably without causing any damage – this can be a small rucksack.

Large bags / large rucksacks are discouraged for day-to-day lessons due to space on children's pegs.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

School book bags can be purchased from our school office at any time.

Water Bottle

Water bottles are required in school for all pupils. These can be refilled by children whenever necessary during the day. These must be labelled with the pupil's name and should only be filled with water.

Hair Styles

Hairstyles should be smart and moderate in style.

Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds. The Head of School will take each individual pupil's circumstances into consideration.

Long hair should be tied up. This is to avoid health and safety risks and ensure that children's vision is not impeded.

Large, excessive hair accessories should not be worn; however, small hair clips or plain headbands are acceptable.

At the Head of School's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover their hair if they have hair loss / illness etc.

Make-Up

False nails and nail extensions are not permitted.

Only clear nail varnish may be worn.

Children are not allowed to wear make-up including items such as false eyelashes.

Pupils wearing make-up are required to remove it or, if appropriate, will be sent home to remove it.

At the Headteacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover heavy scarring/skin damage.

Non-Compliance

If a child is not wearing the correct uniform or is in breach of the uniform policy, this will be dealt with discretely and sensitively by a teacher or teaching assistant. This will usually involve a polite, verbal reminder to the parent/carer or pupil (depending on the age of the child). If this does not resolve the matter, a standard uniform letter is sent to parents/carers by email.

Individual family circumstances will be considered in the event that a child is not wearing the correct uniform. If a member of staff has any concerns about the reasons for non-compliance with the uniform policy, e.g. financial hardship, these will be logged on our school safeguarding system and a referral made to the Safeguarding Team.

If a child requires an item of uniform for a specific activity and no spare clothing is available in school, for example, swimming kit, parents/carers may be asked to bring the item into school.

Sanctions for breaches of this policy are a last resort: the school endeavours to work with families to resolve breaches of this policy in a timely and sensitive manner.

Adverse Weather

Hot Weather

Everyone working at/attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible.

This includes wearing:

- Loose fitting tops with collars or covered necklines
- Tops that cover the shoulder area
- Grey or black shorts or blue and white summer dresses of an appropriate length (if families wish to)
- Sun-safe hats
- Sunglasses with UV protection
- Sunscreen (children must be able to apply this themselves and it must be labelled and

handed to the child's class teacher)

During hot weather, lightweight clothing is required to reduce the risk of overheating. Pupils are not required to wear their jumpers/cardigans during heatwaves.

If outside during break and lunch times, pupils not wearing sun-safe clothing/sunscreen are advised to stay in an area protected from the sun.

Cold Weather

During cold weather, pupils are required to wear scarves, gloves, coats and hats when they are outside.

Additional layers underneath the usual school uniform are accepted.

Where possible, pupils not wearing warm clothing are provided with spare clothing if going outside during break and lunch times.

Labelling

School staff encourage good organisation of clothing and footwear, for example, designated spaces for children to keep belongings in and checking of labels. However, **all pupils' clothing and footwear must be clearly labelled with their name.**

Clothing and footwear are the responsibility of the pupil and not the school.

If a child goes home in another child's clothing by accident, for example, their jumper, parents/carers should send the clothing not belonging to them back into school to their child's class teacher.

Any lost clothing is to be taken to the lost property box. All lost property is retained for a term and then sold in second-hand uniform sales.