

LEYS FARM JUNIOR SCHOOL
SCHOOL UNIFORM POLICY 2022

Aims

This policy aims to:

- Set out Leys Farm Junior School's approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents/carers.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify our expectations for school uniform.

Leys Farm Junior 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, LFJS 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 or Business Manager who can answer questions about the policy and respond to any requests.

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 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 e.g. Logo jumpers/cardigans are not compulsory.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- 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 extra-curricular activities.
- 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.

Expectations for School Uniform

Our School's Uniform

Boys and girls:

- Blue school jumper or cardigan (with school logo - optional).
- White, pale blue or royal blue polo shirt (white & royal school logo shirts available but not essential). • Black shoes or ALL BLACK trainers. • (important: not with coloured "flashes" or fashion logos, etc.).
- Grey, navy or black trousers.
- Grey, navy or black skirt or tailored trousers.
- Plain grey, navy or black tights can be worn in cold weather.
- Summer dresses with small checks or fine stripes in blue may be worn, in summer.

All children, new to school, are provided with a school jumper or cardigan at the beginning of the school year. We hope this helps all families.

For Indoor P.E:

- Boys and girls: black shorts, white or pale blue tee shirt.

Outdoor games and P.E:

- White/light blue tee shirt or polo shirt (school logo clothing available).
- Black shorts for boys, black/ navy gym skirt / skort.
- Blue or white socks, plain, black trainers or plimsolls.
- For cold weather a black or blue track suit may be worn. No designer labels.

Please note: football team shirts are not permitted for PE and games lessons.

- Fleece jackets and waterproof outdoor jackets (with school logo are available but not essential) can also be purchased if parents wish.

- Certain items are NOT permitted for wearing in school: trainers (unless all black), jeans, leggings, gaudy tee shirts, etc.
- Jewelry should not be worn, but small studs are allowed in pierced ears. Other body/facial piercing is NOT permitted.
- Hair braids are not allowed as they present a safety problem when taking part in physical activities. Similarly, patterned cuts in hair and “challenging”, unusual, haircuts are not appropriate for school.
- Nail varnish and make up are not permitted.

A simple uniform is helpful in establishing good standards of appearance in school and by wearing it children quickly feel part of the community.

The child’s name must be in all items of clothing so items can be easily returned if misplaced.

Where to Purchase School Uniform

Shah’s uniform shop now stocks a range of LFJS uniform.

If your child is in receipt of free school meals please contact our school office if you have a problem with purchasing school uniform.

We are always grateful for school uniform and games kit in good condition which your child may have outgrown. We can then pass this on to other families.

Expectations for Our School Community

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).

Parents/Carers

Parents/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 Headteacher 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.

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.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher or Pastoral Manager.

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.

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 three years by the Resources and Finance Committee.

Links to Other Policies

This policy is linked to our:

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

Reviewed: November 2022