



Parkhill Uniform Policy 2024-25

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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

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and is not outlandish
 - Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
 - Allow pupils to wear headscarves and/or other religious garments
 - Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
 - Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mrs Tanner, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.
- We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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:
 - Limiting any items with distinctive characteristics where possible

- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as the school jumper/cardigan.
- 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 one, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year groups.
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

- Sweatshirt with school logo/plain navy sweatshirt/jumper/cardigan and white polo shirt/blouse. No hoodies.
- Grey or black trousers or skirt or pinafore or shorts - unbranded
- White t-shirt and black shorts/jogging bottoms for PE. Full swimsuit or burkini or swimming trunks for swimming
- Stud earrings only, and religious jewellery are permitted. No outlandish hairstyles including died hair
- Black sensible flat shoes or black trainers.
- No pins, flags or badges allowed.
- Children must not wear any make-up, including acrylic/false or painted nails.

4.2 Where to purchase it

- *Lucillas - 180 Cranbrook Rd, Cranbrook, Ilford IG1 4LX*
- *School can provide nearly-new sweatshirts, free of charge.*

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 educational visits 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 and in good condition
 - Clearly labelled with the child's name
- Parents/carers are also expected to contact Mrs Whisker, 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/carers 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/carers 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 headteacher if the situation doesn't improve.
- Ongoing breaches of our uniform policy will be dealt with through the school behaviour policy.
- 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.

6. Monitoring arrangements

- This policy will be reviewed annually. At every review, it will be approved by the SLMT.

7. Links to other policies

- This policy is linked to our:
 - Behaviour policy, Equality information and objectives statement and Complaints policy