METHERINGHAM PRIMARY SCHOOL

Policies, Procedures, Regulations and Guidance

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Version Number	Date Authorised	Summary of Key Changes
2	5/9/24	None
3	17/9/25	5.2 adaptation requests to uniform based on sensory needs.
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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 makes them feel most comfortable
- 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 to get in touch with the Headteacher, 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 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 and/or long-lasting items.
- 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

Our school's uniform

Children are expected to wear school uniform Monday to Friday. Class teachers will provide parents with PE days for each term, and it is expected that PE kit is worn on those days of the week.

Our school uniform consists of the following:

- Plain white shirt or polo shirt (with or without school logo)
- Emerald green sweatshirt or cardigan (with or without school logo)
- Black trousers, skirt or pinafore dress
- Black cotton shorts or green gingham dress for the summer months
- Black socks or tights
- Black (or mostly black) flat-soled shoes/trainers are encouraged so pupils can be as active as possible at breaktimes. Shoelaces must be black.
- Book bag with logo in KS1, optional in KS2

PE Kit

- Green T-shirt (with or without logo)
- Black shorts
- Black (or mostly black) trainers. Laces must be black.

- Black or mostly black tracksuit for use during winter months (no hoodies or branded items)

Jewellery

For safety reasons, no jewellery of any kind is to be worn during PE sessions. Earrings (stud) and watches (not smart watches) are permitted at other times of day, but no other jewellery should be worn to school.

Where to purchase it

We are proud to work with Uniform Direct for our uniform supplies. Uniform Direct are a local company with two stores in Lincoln, Dixon Way & High Street and an online service, making our uniform very accessible.

Ordering online is very simple, just click on the link below or visit www.uniform-direct.com , 'Select Your School' and 'Primary School' and scroll down to find Metheringham Primary School. Or you can email them directly at customerservices@uniform-direct.com or call them on 01522 568865

Unbranded uniform items can also be purchased from Uniform Direct or from any High Street Clothing Store or any Supermarket.

Pre-Loved Uniform

We have an excellent selection of pre-loved uniform in stock that is sold by our Friends of the School (FOMS) Team. Pre-loved uniform can also be found in our kindness cupboard I the school entrance. All proceeds from the sales are invested back into school to fund resources for our children.

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 Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics or any disabilities.

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 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
- Sensory needs

Any requests will be considered on a case by case basis and uniform adaptations will be considered with a plan to return to full school uniform as soon as possible.

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 headteacher if the situation doesn't improve.

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

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 annually by The Headteacher. At every review, it will be approved by The Governing Body.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- PE and Sports Policy