



Uniform Policy

Haddenham Community Junior School

This policy was adopted: October 2022
The policy is to be reviewed by: October 2025

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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 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 that meet our health and safety policy; Garments covering the face or whole body are not permitted (this includes face masks unless there is a specified medical need)

- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs. Sam Rogers (Office Manager), 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 (Currently limited to branded knitwear and a branded PE polo shirt).
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 (where possible) different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for inter school 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

- Grey shorts or trousers (not bootleg or flared)
- Grey Pinafore or Skirt
- White, buttoned shirt / blouse (can be short or long sleeved – no polo shirts)
- White, Grey or Black socks/tights (no bright colours or patterns)
- Navy blue jumper or cardigan with the school logo (available from PL Schoolwear, Aylesbury)
- Black 'school appropriate shoes (ALL BLACK) trainers , or soft leather shoes are acceptable.
- A navy blue and white check dress may be worn in the warmer months
- Plain sandals may be worn in the summer.

P.E Kit

(To be worn in place of uniform on pupil's PE day)

- Polo shirt with logo in house colour (Buckingham – Blue Vale – Green Chiltern – Yellow
Ridgeway – Red)
- Navy blue shorts
- Training/sports shoes
- Named sports bag
- Navy blue Hoodie and plain navy tracksuit bottoms as necessary for winter games. Optional branded School hoodie (with house name) is also available.
- Swimming costume and hat (Year 5 and 6 only)

Parents should also note:

- Children should wear proper school trousers, no leggings.
- Boots may be worn to and from school in cold weather, however shoes compliant with this policy should be brought in to wear during the school day.
- Long hair should always be tied back. Hair bands / accessories should be plain preferably blue or black. No flowers, patterns or embellishments.
- Nail varnish / makeup must not be worn to school.
- Jewellery: Pupils with pierced ears, should only wear small plain studs. These must be removed for all PE / swimming lessons.

We ask that all items are clearly named.

4.2 Where to purchase it

Our branded school Uniform suppliers is:	
PL Schoolwear Unit 56 Edison Road, Aylesbury Bucks, HP19 8TE 01296 488000 hello@plschoollwear.co.uk	OPENING TIMES Monday to Thursday 9-6pm Friday: 9-5pm Saturday: 9am-12pm (during term time) Saturday: 9-3pm (In the school holidays)

(Non – branded items can be bought from any high street retailer/supermarket).

4.3 Second-hand uniform

Second hand uniform is available for purchase from the school office on request. Monthly uniform sales will be run to enable parents to purchase second hand uniform after school.

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 Mrs Sam Rogers, Office Manager 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 Mrs Sam Rogers, Office Manager 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 Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Behaviour & Relationships 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.

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 three years or more frequently if legislation changes. At every review, it will be approved by the Full Governing Board.

7. Links to other policies

This policy is linked to our:

- Behaviour & Relationships policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints & Resolutions policy