

Lickey Hills Primary School and Nursery

School Uniform Policy (March 2022)



It is the aim of the *Governing Body* of Lickey Hills Primary School and Nursery to support the implementation of policies and procedures, which support the vision of:

Dream together, believe together and achieve together for all at Lickey Hills Primary School and Nursery.

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

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
- › Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Amanda Salisbury, Headteacher, 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 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 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 different uniform requirements for different year/class/house groups
- › 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: For various reasons we do not encourage nail polish, jewellery, earrings (except one pair of safety studs) attention seeking hairstyles, tattoos/ transfers. We ask that all long hair is tied back in a simple dark/navy/grey bobble or plain headband to avoid the spread of head lice and for other safety reasons. Watches may be worn but any valuable smartwatches are brought into school at parent's risk. School cannot be responsible for the loss or damage to valuable items. We have a lost property box in each classroom and aim to return all named lost items to your child. Unnamed/uncollected items will be donated to our second hand uniform collection.

Nursery: Uniform for Nursery is optional; we encourage parents to dress children in uniform. Nursery children may wear a light blue polo shirt instead of a formal shirt and tie throughout the school year.

Reception: Reception children wear the same uniform as Year 1 - Year 6 children but they may wear a light blue polo shirt instead of a formal shirt and tie throughout the school year.

Year 1 to Year 6: Autumn and Spring term

- Plain navy blue skirt, culottes, pinafore dress, or smart grey or navy blue trousers
- Light blue formal shirt and school tie
- Navy blue cardigan or school jumper round neck or v-neck (the school logo is optional but the cardigan/ jumper must be plain).
- Plain white or dark socks or plain navy or plain dark coloured tights
- Flat, sensible black shoes - Velcro is preferred for younger children.

Year 1 to Year 6: Summer term (after the Easter holiday)

- Blue gingham summer dress
- Light blue polo shirt or short sleeved formal shirt with tie; the school tie is not required with a polo shirt but should be worn with a formal shirt
- Grey tailored shorts/skirt/pinafore/culottes
- Black, navy or white summer shoes - for safety reasons they should not be open-toed, sling back, slider or flip flop style

Please note: Trainers can be changed into at break and lunchtimes if requested. Children must arrive at school in black school shoes, except on PE days where children may wear white, black or navy trainers.

Expectations for PE: Our PE and games kit is very simple and worn, without exception, from Reception through to Year 6. You will be told, by your child's class teacher, which day they need to arrive in school in their kit. We ask that children arrive in kit as it increases time spent in PE/Games lessons, reduces 'forgotten kit' and lost property.

All children are required to wear their house coloured t-shirt: red, blue, yellow or green. These are purchased from the school office and children stay in their team colours for the duration of their time at LHPSN.

Navy shorts (not cycling shorts)

Black pumps

For outdoor games; a black or navy plain tracksuit and white, black or navy trainers

Children should not arrive in sports logo tops or tracksuits.

Expectations for Swimming Kit: All Year 3 children go swimming and therefore will need a plain swimming costume or swimming shorts (no longer than thigh length) children with long hair will need to wear a swimming hat. If your child would like to wear goggles please ensure that you have filled out a permission letter from the office.

Expectations for shoes, bags and coats: All children should wear a coat with a hood in the autumn and spring term. We recommend a lightweight raincoat for the summer term. Coats must be labelled clearly.

Children should arrive in school in sensible, flat school shoes. If your child is still learning how to tie shoe laces please send them in Velcro shoes. The school site has ramps and flights of stairs within the school building - shoes should be flat and well fitting. Children should bring a school book bag or a small rucksack, these should be labelled clearly with your child's name and class.

Where to purchase LHPSN Uniform:

The Locker Room 63 Hewell Road, Barnt Green Call 0121 445 3262

Colliers Chatham Road Northfield Birmingham Call 0121 475 7874

School Days Church Street Bromsgrove Call 01527 877561

The Parent Teacher Association (PTA) also arrange a second-hand uniform sale during events throughout the year. Please contact Amanda Salisbury, Headteacher, for any information regarding second hand uniform.

Expectations for our school community

Pupils

We are very proud of our smart school uniform and we wear it with pride. 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

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.

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 Amanda Salisbury, 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 Amanda Salisbury, Headteacher, in line with the school's 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.

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.

Monitoring arrangements

This policy will be reviewed every 3 years by the Headteacher. At every review, it will be approved by the full governing board.

Links to other policies

This policy is linked to our:

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