



Holgate Primary and Nursery School

School Uniform Policy Autumn 2023

At the schools within our collaboration, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. All staff are expected to uphold and promote the fundamental principles of British values, and as such, the schools within our collaboration are fully committed to safeguarding and promoting the welfare of all our pupils including protection against radicalisation. We therefore aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. Our core purpose, values and ethos is embodied in our mission that everyone takes:

P= personal


R= responsibility

I = in

D= delivering

E= excellence

Frequency of Review: Every two years
Reviewed and Approved by: The Full Governing Body
Date: Autumn 2023
Date of Next Review: Autumn 2025
Reviewer: Nicola Davies & Sam Sheridan

Signed:  (Chair of Governing Body)

Date: 04.10.2023

1. Aims

This policy:

- Sets out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explains how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarifies 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.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school office via telephone or by emailing office@holgateprimary.org 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
- 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 and is available from 'high street' retailers
- › 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

4.1 Our school's uniform

Our school colours are Bottle Green, Black and White, complimented by the optional logo for Holgate Primary School.

Our school uniform is as follows:

- › Bottle green or white polo shirt – with optional school logo
- › Bottle green jumper / sweatshirt / cardigan – with optional school logo
- › White blouse or shirt (optional)
- › Bottle green zip-up fleece jacket with school logo (optional)
- › Black or grey skirt / pinafore / trousers / shorts
- › Dark coloured sensible leather-type sturdy shoes or boots (or sandals in the hot weather) with no more than 1-inch heels. Soft footwear is not safe or appropriate for school.
- › Green and white checked dress in the summer (optional)
- › Grey, black, or white socks or tights
- › Long hair should be tied back with appropriate discrete school-coloured hair accessories

NB – Jewellery must not be worn for health and safety reasons and where ears are pierced, only small studs are permitted to be worn. Exceptions can only be made for medical or religious reasons.

4.2 P.E. Kit

For reasons of Health and Safety it is important that no jewellery is worn during P.E. or swimming. Long hair should also be tied back.

Our P.E. uniform is:

- › White T-shirt
- › Black shorts
- › Plimsolls or trainers for outside games
- › Tracksuit bottoms / leggings – dark colours

- Tracksuit tops / sports tops – dark colours

For swimming a full swimming costume (not bikini) or swimming trunks should be worn – N.B. swimming shorts are not welcomed at the swimming baths for health and safety reasons. A towel will be needed from home.

4.3 Where to purchase it

- Parents and carers can obtain uniform from:
 - Price & Buckland Ltd, Benneworth Close, Hucknall, NG15 6EL. Phone: 0115 964 0827. Online Shop: www.pbuniform-online.co.uk/holgate
 - Hucknall Sports & Cycle Centre Ltd, 2a High Street, Hucknall, NG15 7HD
 - My Clothing <https://myclothing.com/holgate-primary-nursery-school/24662.school>
 - Or can be bought more widely, e.g. from 'high-street' retailers
- Information about second-hand uniform, for example:
 - Nearly new uniform sales will take place periodically throughout the year
 - Requests for nearly new uniform items can be made via the school office
 - Details of any local uniform exchange schemes running, will be shared on school social media

5. Expectations for our school community

We all believe that a school uniform is important for the following reasons:

- It looks smart and gives a sense of belonging
- It eliminates social problems caused by latest fashion fads
- It contributes to a feeling of pride within our school

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 school 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 the school office 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 Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with our Behaviour Regulation and Attitude to Learning 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.

6. Monitoring arrangements

This policy will be reviewed every 2 years by the Executive Headteacher / Head of School. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour Regulation and Attitude to Learning Policy
- Equality Policy and Action Plan
- Anti-bullying Policy
- Complaints Policy