Uniform Policy



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1. Statement of Intent

Pearl Hyde Primary School is committed to promoting equality and value for money and to ensure that no child is discriminated against due to their religion or belief, economic circumstances or social and cultural background. This policy contains provisions to meet these objectives and has been created with health and safety, value for money and practicality at its heart.

Additionally, it is important that our pupils feel a sense of belonging to our school. We believe that wearing a smart uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance.

We also believe it is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

2. Legal Framework

This policy has due regard to all legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education (Guidance about Costs of School Uniforms) Act 2021
- Human Rights Act 1998 • Equality Act 2010
- The General Data Protection Regulation
- Data Protection Act 2018

This policy also has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'School Admissions Code'

This policy operates in conjunction with the following school policies and documents:

- Home-School Agreement
- Safeguarding and Child Protection Policy
- Complaints Policy

3. Key Personnel in Relation to this Policy

Mrs C Denton, Headteacher
Mrs M Wyatt, Chair of Governors

4. Roles and Responsibilities

4.1. The Governing Board is responsible for:

- In consultation with the Head Teacher and school community, establishing a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against.
- Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform. Ensuring that the school's uniform is accessible and affordable.

4.2. The Head Teacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that school staff understand this policy and know what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community regarding the school's uniform and making appropriate recommendations to the Governing Board.
- Providing pupils with exemptions as appropriate e.g. for a pupil who has a broken arm and requires a loose-fitting top.

4.3. Teaching and support staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Taking appropriate action when pupils are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. to establish school identity.

4.4. Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Head Teacher if their child requires a more relaxed uniform policy for period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

4.5. Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Head Teacher has granted an exemption.
- Looking after their uniform as appropriate.
- Respecting why a school uniform is important to the school e.g. to develop a sense of belonging and pride.

5. Cost and Availability

In accordance with the School Admissions Code, Pearl Hyde Primary School ensures that the School Uniform Policy does not discourage parents/carers from applying for a place for their child.

The school is committed to meeting the DfE's recommendations on costs and value for money.

Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible.

The school does not enter into exclusive single supplier contracts or cash-back arrangements.

The school does not amend uniform requirements regularly and takes the views of parents/carers and pupils into account when considering changes to school uniforms.

Where changes are required, the school ensures that assistance is provided to parents/carers struggling to meet the associated costs.

The school / Pearl Hyde Association pays for each child's first book bag.

The school has second hand uniform available.

Uniform can be purchased from a variety of locations including supermarkets. Although named school jumpers and t-shirts are available, these are not stated as a requirement.

6. Religious Clothing / Ceremonial Wear

Some religions and beliefs require their members to conform to a specific dress code. The school does not discriminate against any religion or belief; however, the school weighs the needs and rights of individual pupils against the health and safety concerns of the entire school community.

Pearl Hyde Primary School endeavours to allow religious requirements to be met, wherever possible. Please make an appointment with the Head Teacher to discuss the policy and to make any requests for Ceremonial wear to be worn in school.

Parents' /carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Head Teacher and Governing Board. This is always conducted in accordance with the school's Complaints Policy.

6.1 Face Coverings

Pearl Hyde Primary School values diversity and respects cultural differences in headwear. Clear boundaries and a professional ethos are maintained. Pupils' faces must remain visible for 6 engagement, participation, and identification. Head coverings and headscarves for religious or cultural reasons are allowed.

7. Equality

The school is required to ensure that this policy does not discriminate unlawfully.

Every step has been taken to ensure that the cost of similar uniform items, for example, trousers versus skirts, are not disproportionate.

The school endeavours to ensure that our uniform is as gender neutral and inclusive as possible. We do not insist that children of any sex must wear specific items of clothing.

8. Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy.

To make a complaint, parents/carers should refer to the Complaints Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents/carers to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

9. School Uniform Supplier

Cat Ballou 1-3 The Burges, Coventry CV1 1HN

Additional book bags can be purchased from the school directly, using the My Child At School (MCAS) app.

10. Uniform Assistance

Any families who need help with school uniform are advised to discuss this issue with the Learning Mentor (Mrs Bird), who can offer help and advice.

11. Non-Compliance

On rare occasions, for example, if slogans on clothing are offensive, the Head Teacher and/or SLT are permitted to ask a pupil to take off the clothing, such as a sweatshirt / jumper. In the event that they cannot take the clothing off, parents/carers will be contacted and they will be asked to bring in more suitable uniform/clothing.

On other occasions, for example, if a child is wearing inappropriate footwear, teaching and/or support staff will inform parents/carers by telephone or in-person.

If a child requires an item of uniform for a specific activity and no spare clothing is available in school, for example, Outdoor Learning, parents/carers may be asked to bring the item into school.

Individual family circumstances will be considered in the event that a child is not wearing the correct uniform. However, in accordance with our Safeguarding and Child Protection Policy, these should be recorded using our electronic recording system (CPOMs) where appropriate.

The school endeavours to work with families to resolve breaches of this policy. Letters and reminders of the school uniform policy will be sent home in the first instance. Sanctions for breaches of this policy are a last resort.

12. Our Uniform

The school endeavours to ensure that our uniform is as gender neutral as possible. The uniform is as follows:

- Navy sweatshirt, jumper or navy cardigan (with or without the school logo).
- Sky blue polo shirt.
- Grey trousers/short/skirt (in summer, a blue and white summer dress or equivalent may be worn).
- Black, school shoes or all black trainers
- Grey, black or white socks/tights.
- Navy book bag

Trainers other than all black, open-toed sandals and large, thick boots are not considered suitable footwear for school. High heels are not permitted: sensible, plain black shoes must be worn by both boys and girls. Black jeans and leggings are not permitted in day-to-day uniform.

All items of clothing and footwear must be labelled with the pupil's name.

13. Our PE Kit

Children are asked to come into school on the day of their PE lesson wearing their PE kit. They can wear it for the full school day.

Parents/carers are responsible for ensuring their child is dressed appropriately for PE. The PE kit is as follows:

- Embroidered plain white t-shirt.
- Navy zipped hoody
- Navy tracksuit bottoms/jogging bottoms
- Navy/ black shorts
- Plain, suitable black or white trainers

All items of clothing and footwear must be labelled with the pupil's name.

14. Outdoor Learning Clothing

Children will wear their PE kit for outdoor learning sessions. If any additional clothes are required for a specific lesson or activity, parents / carers will be notified prior to this by newsletters, MCAS (My Child At School app) or text message.

Outdoor Learning clothing is as follows: school will provide some items, class teachers will inform you in advance if you need to provide any items

- Waterproof coat (or waterproof jacket in warmer weather)
- Comfortable navy tracksuit bottoms or leggings (not shorts)
- Long-sleeved top
- Wellington boots or old trainers
- Appropriate hat for the weather
- Scarf and gloves (in colder weather)

Additional items include:

- Waterproof trousers
- Spare socks
- Spare underwear

All items of clothing and footwear must be labelled with the pupil's name.

15. Jewellery

The only permitted jewellery that may be worn is:

- One pair of stud earrings (no other piercings are permitted)
- A sensible wristwatch (not a smartwatch) – no camera functionality is allowed.
- All jewellery must be removed during practical lessons, for example, PE lessons / swimming lessons.
- Small objects of genuine religious significance, e.g. a Sikh Kara. Any religious jewellery that cannot be removed will have to be covered up for PE lessons.

Jewellery is the responsibility of the pupil and not the school.

- Lost or damaged items will not be refunded.
- If children cannot remove their own earrings, then this should be done at home on the day of PE

16. School Bag

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold children's books and reading diaries comfortably without causing any damage. Large bags / large rucksacks are discouraged for day-to-day lessons due to space on children's pegs. School bags featuring inappropriate images, slogans or phrases are not permitted. The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags. Additional book bags can also be purchased from our school office at any time.

17. Water Bottle

All children should bring a water bottle into school every day: this can be refilled by children whenever necessary during the day.

Water bottles must be labelled with the pupil's name.

18. Hair Styles

Hairstyles should be smart and moderate in style. Brightly coloured hair is not permitted. Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds. The Head Teacher will take each individual pupil's scenario into consideration.

Long hair should be tied up. This is to avoid health and safety risks and ensure that children's vision is not impeded. Large, excessive hair accessories should not be worn; however, small hair clips or plain headbands are permitted, all hair accessories should be navy blue or black.

Hair extensions are not permitted. At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover their hair if they have hair loss / illness etc.

19. Make-Up

- False nails and nail extensions are not permitted.
- Make up or nail varnish is not allowed.
- Pupils wearing make-up are required to remove it or, if appropriate, will be sent home to remove it.
- At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover heavy scarring/skin damage.

20. Adverse Weather

20.1. Hot Weather

Everyone working at/attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible.

This includes wearing:

- Loose-fitting tops with collars or covered necklines
- Tops that cover the shoulder area
- Sun-safe hats sunglasses with UV protection
- Sunscreen (children must be able to apply this themselves and it must be labelled and handed to the child's class teacher)

20.2. Cold Weather

During cold weather, pupils are required to wear scarves, gloves, coats and hats when they are outside.

Additional layers underneath the usual school uniform are accepted. Where necessary, pupils who do not wear warm clothing are provided with spare clothing if going outside during break and lunch times.

21. Labelling

School staff encourage good organisation of clothing and footwear, for example, designated spaces for children to keep belongings in and checking of labels. However, all pupils' clothing and footwear must be clearly labelled with their name. Clothing and footwear are the responsibility of the pupil and not the school. If a child goes home in another child's clothing by accident, for example, their jumper, parents/carers should send the clothing not belonging to them back into school to their child's class teacher. Any lost clothing is to be taken to the lost

property box. All lost property is retained for a term and is disposed of if it is not collected within this time.

This Policy will be reviewed every two years

Next review date:	September 2028
Signed:	Signed:
M Wyatt	C. Denton
Melissa Wyatt Chair of Governors	Claire Denton Headteacher

Appendix 1 – Pearl Hyde School Uniform

Pearl Hyde School Uniform

Standard Uniform

On non-PE days all children should wear a navy-blue cardigan or jumper, fleeces are also acceptable. These can have the Pearl Hyde badge if you prefer. All children should wear a sky-blue polo shirt. You can choose if you want your child to have the school logo.



Navy Cardigan



Navy jumper



Sky Blue polo shirt



Grey School Trousers



Grey Shorts



Grey Skirt/skort



Black school shoes or all black trainers

Uniform for PE days



Navy zipped hoody

Plain white t-shirt



Navy tracksuit bottoms



Navy shorts or skorts



Black or white trainers