



School uniform policy

St Paul's School is a Church of England Primary School and as such has a Christian tradition and ethos. We are fully committed to ensuring that we uphold to our vision of 'Inspiring Learning, Nurturing Wholeness' and adhering to our six values of; compassion, respect, trust, wisdom, hope and perseverance.

At St Paul's we feel that uniform is really important as it helps us to feel together as a community and to take pride in our sense of unity.

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 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 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/carers to get in touch with the Phase Leader, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' ability to 'shop around' for a low price, and as a consequence we keep these to a minimum..

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 leveller
- › Avoiding different uniform requirements for different seasons
- › Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- › Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- › Consulting with parents/carers 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

Uniform (All year round) – From September 2023 – All Years

- Logo embossed navy-blue sweatshirt or cardigan
- Pale blue polo shirt with logo
- **Navy-blue** trousers/shorts or Navy-blue skirt/pinafore
- Plain **Navy-blue** socks or plain Navy-blue tights.
- Black school shoes – not trainers or ankle boots (unless special permission is given)
- Sky blue and white checked summer dress (Summer alternative **only** between Easter and October half term) **with white socks**.
- **Pac-a-mac** (to be kept in back-pack at all times).
- **Warm coat for Winter** (bright colours are preferable due to safety when walking to and from school on dark/dim mornings or afternoons).

PE Uniform

- Logo embossed **Navy-blue** PE T-Shirt
- Navy-blue shorts or skirt – no shorter than mid-thigh
- **Plain navy-blue** joggers or **plain navy-blue** leggings (**no** logos, stripes or colours).
- Logo embossed navy-blue sweatshirt OR Logo embossed navy-blue hoodie. (**Please note: cardigans cannot be worn for PE for safety reasons**).
- School Shoes (as above) – **to be worn into School on PE Days**
- **Navy-blue socks** (no tights please).
- Logo embossed PE Bag (available from the School Office) containing:
 - Trainers (these should be **kept in School** in the PE Bag (above) and will be used for PE and break times on the field).
- A plain **Navy-blue** base layer top may be worn for extra warmth if required under PE tops. Base layers should not be worn under shorts, as all children can wear Navy-blue joggers/leggings.

All uniform items should be clean, **clearly labelled with the child's name** and in good condition.

Hair

Hair should be tied up if it is shoulder length or longer and the hair band should be plain and either, blue, black, brown or white.

Jewellery

No jewellery should be worn except for plain, small gold or silver stud earrings. Earrings **MUST NOT** be worn on PE days.

4.2 Where to purchase it

School uniform is available locally at a reasonable cost (see below or on our website for stockists). There is an ample stock of second hand uniform (organised by FOSPA), if you would like to purchase some, please make enquiries through the school office.

If you have any questions, please contact the School Office via the contact page on our website or by email to info@stpauls-dorking.surrey.sch.uk or by telephone on 01306-883547.

Logo Items are stocked by these suppliers:

Love Your Logo/Im-Press Promotions,
Ashcombe House
London Road
Dorking

Or online at:

Love Your Logo: (<http://www.loveyourlogoschoolwear.com/>)

School Trends: <http://www.schooltrendsonline.com/schools/StPaulsPrimarySchoolrh42hs> (sample sizes are available in the school office)

My Clothing: <https://myclothing.com/ueslink/5881.school?t=1587628735044> (formerly Tesco Uniform).

Expectations for our school community

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)

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/carers are also expected to contact the Phase Leader 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/carers 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/carers 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 the Deputy Headteacher in line with our 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/carers 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 by ensuring there is a choice of stockists for logoed items.

Special arrangements

Though we strive to ensure our uniform is inclusive, if you wish for the school to consider the need for an adaption, please complete the 'Uniform adaption Form'. (See Apendix)

Monitoring arrangements

This policy will be reviewed every three years by the Headteacher. At every review, it will be approved by the Governing Body.

Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement

- Anti-bullying policy
- Complaints policy

Appendix

Uniform adaption request



Name of child:

Class:

Item of clothing that is challenging for my child to wear:

What is the specific difficulty with this item of clothing? eg texture, tightness, seams, material.

Effect of wearing this clothing on my child:

Have adaptations been explored eg cutting out labels/removing collars/buttons/different brand or material?

Replacement clothing requested:

I agree that I will adhere to uniform colours when providing uniform alternatives.

Name of parent:

Signature of parent

Please return this so it can be discussed with you with Mrs Edwards or another member of the leadership team