



Waterloo
Primary Academy

School Uniform Policy

Approved & Adopted: 08 November 2022

Responsible Personnel: J Brown

Review Period: Annual

Review Date: September 2023



Contents

AIMS	2
OUR SCHOOL'S LEGAL DUTIES UNDER THE EQUALITY ACT 2010	2
LIMITING THE COST OF SCHOOL UNIFORM	3
EXPECTATIONS FOR SCHOOL UNIFORM	4
EXPECTATIONS FOR OUR SCHOOL COMMUNITY	5
MONITORING ARRANGEMENTS	6

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 Mrs J Brown, 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
- 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
- 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

In addition, we will:

- issue all parents/carers of children starting in Nursery and Reception at the beginning of the academic year with a voucher entitling them to a school uniform, this includes trousers/skirt/pinafore, cardigan/jumper plus 1 polo shirt with logo
- provide parents/carers of all non-routine admissions with a voucher to purchase a school cardigan or jumper

Expectations for School Uniform

It is really important that children wear the correct uniform. It means that they are all part of the Waterloo team - no one is teased or singled out because they dress differently and there is no pressure to keep up with fashion trends etc.

All NEW Nursery and Reception starters will receive a free school uniform (excluding PE kit).

Autumn and Spring term uniform

- grey trousers/grey/Waterloo tartan pleated skirt/Waterloo tartan pinafore dress
- white polo shirt (branded or non)
- Waterloo cardigan or jumper
- smart black shoes (**flat**)
- grey/black/white socks/grey or black tights
- small gold or silver stud earrings (**no hoops or earrings that dangle**)

Summer term uniform

- grey trousers/trouser shorts/red/maroon gingham dress
- white polo shirt (branded or non)
- Waterloo cardigan or jumper
- smart black shoes (**flat**)
- grey/black/white socks
- small gold or silver stud earrings (**no hoops or earrings that dangle**)

Sports uniform (to be worn all day on PE days)

- Waterloo tracksuit
- Waterloo sports tee-shirt and shorts
- trainers
- **no earrings at all**

Other than for PE, trainers are not part of our school uniform. All uniform must be clearly named and no extreme hairstyles (mohawks, tramlines etc.) or dyed hair is permitted.

Where to Purchase our Uniform

Much of our school uniform can be purchased from one of the many supermarkets. The school specific items of uniform can be purchased from Uniform & Leisure (online only) www.ualonline.uk or from First Class Kids- Highfield Road, Blackpool.

There are many opportunities to obtain pre-loved items of school uniform. Parents should speak to a member of The Haven team who will be happy to help.

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 are also expected to contact Mrs J Brown, Head of School 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 Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by a member of the SLT.

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 annually in line with the school prospectus.