



School Uniform Policy

Hayward's Primary School



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1. 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

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 and sportswear 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 Headteacher, through the school office (office@haywards.devon.sch.uk), 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 to the school jumper/fleece which features the school logo. Please note that the wearing of the logoed jumper is optional.
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to school-branded items, such as a plain red/jumper or fleece
- 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 and where there are these expectations e.g. school football kit, this is provided by the school
- 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

Jumper, Cardigan and Fleece

Children can wear the Hayward's logo or fleece. Alternatively, they can wear a plain red school jumper, cardigan or fleece. This should not be logoed in any way.

T-Shirt

Children can wear a red or white polo shirt.

Trousers and shorts

Children can wear grey or black school trousers (not jeans) or school shorts.

School skirt or Pinafore

Children can wear grey or black school skirts or pinafores. We ask that these are approximately knee length. Children are welcome to wear black/grey undershorts with this.

Summer Dresses

Children can wear red and white gingham checked summer dresses to school. We ask that these are approximately knee length.

Socks

Children can wear grey, white or black socks.

Tights

Children can wear black, grey or red tights.

School Shoes

School shoes should be plain black. Plain black trainers are acceptable.

Open-toed shoes should be avoided due to the risk of injury.

Shoes should be fixed at the back of the foot to avoid them coming off when running.

PE Kit

Children wear white PE T-shirts.

In the event of colder weather, children can wear black/white long sleeve thermal tops/underarmour under their PE t-shirt.

Children wear plain black shorts.

Children wear trainers which securely fit around the foot and are not loose.

Children should not wear any jewellery, other than studded earrings, during PE. They will be asked to tape-over studs for the duration of the lesson around the front and back of the earrings. All other jewellery should be removed.

Children should wear their hair tied up, if applicable, during PE.

In the event of cold weather, children are welcome to wear their Hayward's jumper as a top layer and unbranded jogging bottoms (black, grey or navy blue).

Additional Equipment

Children can bring a school bag if they choose.

Children do not need a pencil case, as all equipment is provided, although children are welcome to – if they choose.

We would like children to bring a waterproof coat, sun hat and suncream at specified times within the year.

Exceptions to the school uniform can be made in consultation with the headteacher. We recognise that for some children alternative uniform may be needed. We signpost parents to alternative uniform e.g. 'Easy on Easy Wear' at asda (<https://direct.asda.com/george/school/easy-on-easy-wear/D10M5G1C15.default.sc.html>) who provide uniform for children who may have sensory needs.

4.2 Where to purchase it

The only place that stocks jumpers/fleeces with the Hayward's logo is Mole Avon in Crediton (<https://www.moleavon.co.uk/creditonstore>). These can be purchased in the store or specific sizes can be ordered by visiting the store or contacting them by phone.

All other parts of the uniform, including the un-logoed Hayward's jumper/fleece, can be purchased from any supermarket or high-street retailer at competitive prices.

A good supply of second-hand uniform (as well as shoes and other items) is available, at low cost, from our school shop - ReNew. The shop is located near the Dean Street entrance and clothing can be purchased in person or ordered via the email address: renew@haywards.org

As a school, we are aiming for more sustainable practices and so we would actively encourage families to make use of this facility.

5. Expectations for our school community

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, children will be expected to wear the Hayward's jumper/fleece or an alternative red version described earlier.

Pupils are also expected to contact the Headteacher (office@haywards.devon.sch.uk) 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 Headteacher (office@haywards.devon.sch.uk) 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

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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher in discussion with the parent/carer of the child and 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.

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, for branded products, give the highest priority to cost and value for money. We will also consider the conditions of production and the environmental impact of the uniforms production.

6. Monitoring arrangements

This policy will be reviewed each year and in the first year will be shared with parents for consultation. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

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