

EARLSMEAD PRIMARY SCHOOL



School Uniform & Dress Code Policy

Written by	B. Graham
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MISSION STATEMENT

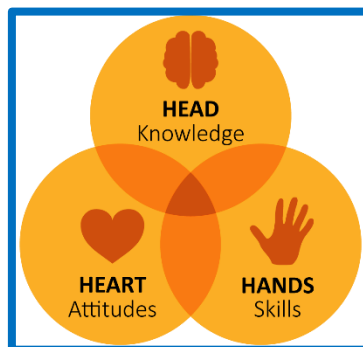
At Earlsmead Primary School, our mission is to empower every child through *Head, Heart, and Hands*. We cultivate curious minds (Head), nurture compassionate spirits (Heart), and develop the practical skills (Hands) needed to thrive in an ever-changing world.

VISION

Everyone achieving to their full potential.

OUR MOTTO

Head, Heart, Hands



OUR VALUES

- | | | |
|--------|-------------------------|-----------------------|
| Head: | 1. Curiosity | 2. Achievement |
| Heart: | 3. Integrity | 4. Care |
| Hands: | 5. Collaboration | 6. Creativity |

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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 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 to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.
- Allow pupils to wear headscarves and/or other religious garments.
- 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 to get in touch with the Pastoral Lead (Mrs

Jackie Stangroom), who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 non-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.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- Allowing some non-branded items e.g. coats, bags.
- Avoiding different uniform requirements for different year groups or classes.
- Avoiding different uniform requirements for extra-curricular activities.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items or to relocate lost items (Lost Property Box located in the front office).
- 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

Our School Uniform Our uniform unites us - bringing us together and reinforcing our sense of belonging and togetherness.

All children are expected to wear the correct school uniform every day. Pupils can earn Dojo points for displaying the correct uniform.

4.1 The Formal Earlsmead Uniform:

Nursery:

- Royal blue tracksuit bottoms.
- Gold polo shirts with school logo.
- Royal blue shorts in the summer.
- Blue, gold, white or grey head scarves
- Comfortable flat shoes or trainers.

Reception to Year 6:

- Black trousers, tartan skirts.
- White cotton shirts tucked in to trousers or skirts.
- Royal blue jumpers with school logo.
- Blue and White or Yellow and White summer dress
- Blue, yellow or white head scarf.
- Black flat school shoes or trainers. No high heels, boots or sandals.
- Plain black or white socks or tights.



All shoes must be plain black. Sandals, mules and boots (full length or ankle) are not allowed because they are not safe for play or sports.

Hair decorations should be small and either black, gold or blue.

Children also need a book bag and a drawstring P.E. bag clearly labelled with their name and class. Optional book bags with the Earlsmead logo are available from Angels.

4.2 The Earlsmead P.E. Uniform:

PE (Physical Education) kits must be worn to school on the days that your child has PE. This reduces lesson time spent on changing.

The PE Uniform consists of:

- Royal blue shorts.
- White t-shirt.
- Royal blue track-suit for colder weather.
- Black trainers.

PE kits must be taken home at the end of the week to be washed.

4.3 Swimming

On swimming days, pupils can choose to wear the PE Uniform OR their formal uniform (as long as they are able to change in and out of it independently). Most children choose to wear the PE uniform on swimming days.

There are no logo branded items required for swimming. Bikinis are not permitted. Goggles and swim caps are strongly recommended. All children must come with a towel in their swim bag on swimming days.

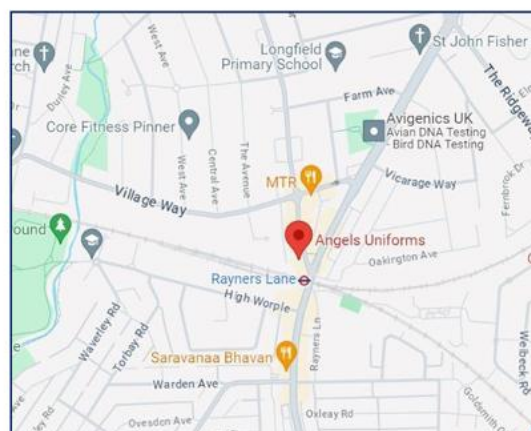
4.4 Where to Purchase

The school uniform is sold at Angels Uniforms.

Address: 317 Rayners Ln, Rayners Lane, Pinner HA5 5EH

Hours: **Wednesday** 10 am–5 pm
Thursday 10 am–5 pm
Friday 10 am–5 pm
Saturday 10 am–5 pm
Sunday Closed
Monday 10 am–5 pm
Tuesday 10 am–5 pm

Phone: 020 8866 9972



[Earlsmead Uniform at Angels Web Link](#)

To ensure that all parents and carers are able to provide the required uniform, second-hand items will be made available by the school. Coats, shoes, bags, hats, headscarves, gloves etc may be unbranded from any high-street retailers.

If any family is experiencing financial hardship, please contact our Pastoral Lead (Mrs Jackie Stangroom) or the Headteacher (Barbara Graham) for a confidential conversation where we can discuss how the school might be able to support you.

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 (if required).

Pupils are also expected to contact Mrs Stangroom if they want to request an amendment to the uniform policy in relation to their protected characteristics. This should be done in writing.

5.2 Jewellery

For health and safety reasons we do not allow children to wear jewellery. The exceptions to this rule are small ear studs in pierced ears, a wrist watch (analogue is preferred over digital) and small objects of religious significance. Children are responsible for looking after their own jewellery.

Wherever possible children are required to remove any jewellery items during PE lessons to prevent them from causing injury. Please note: Teachers are not permitted to remove earrings for pupils.

5.3 Hair and Make-Up

Pupils are also not allowed to wear any make-up or coloured nail varnish, including nail extensions, in school. Coloured contact lenses are not permitted.

Headscarves should be plain black, white or navy blue without embellishments.

Hair which is shoulder-length or longer must be tied back neatly using a black, gold or navy hairband. Extreme hairstyles are not permitted. This includes natural hair or extensions that have been dyed an unnatural hue, extreme lengths (short or long) or logos/designs shaved into hair.

To avoid race-based hair discrimination, we have adopted the [Halo Code](#).

5.4 Parents and Carers

It is the responsibility of parents is to ensure that their child has the correct formal uniform and PE kit, and that it is clean, in good repair and that the child's name is written on all items. If a parent has difficulties for any reason with fulfilling this request, they are asked to speak confidentially to Mrs Stangroom, Ms Graham or a senior member of staff to discuss the issues. Parents should be assured that we will do all we can to help.

Children who arrive at school wearing non-school uniform clothing may be loaned an appropriate item from our welfare stock to wear for that day. Parents may be contacted to discuss the matter if incorrect uniform becomes a concern. 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 Stangroom in writing 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. Please lodge your complaint in writing addressed to Ms Graham (Headteacher).

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.

5.5 Staff

There is a separate dress code for staff which is part of the Staff Code of Conduct.

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 parents and the Headteacher if the situation doesn't improve.

Class teachers are permitted to add and take away Dojo points based on uniform however, this should be done with sensitivity to family circumstances. Ongoing

breaches of our uniform policy will be dealt with by the Headteacher or a member of the Senior Leadership Team.

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.

5.6 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.

6. Monitoring Arrangements

This policy will be reviewed as necessary or at least every two years by the Local Governing Body.

7. Links to Other Policies

This policy is linked to our:

- Family-School Partnership Policy.
- Behaviour policy.
- Accessibility Policy and Plan.
- Health and Safety Policy.
- Safeguarding Policy and Procedures.
- Mobility Policy and Procedures.
- Equality Policy.
- Anti-bullying Policy.
- Complaints Policy.

This Policy also links to:

Non-Statutory Guidance: [Developing school uniform policy - GOV.UK](#)