



# **Silsden Primary School**

## **School Uniform Policy**

Reviewed – May 24

Next Review Date. May 26

## Statement of intent

Silsden Primary School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

Our policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform. It is also important that our pupils understand that they will meet certain rules and boundaries throughout their lives that they will need to conform to. By having a uniform at school, this is one way that pupils can develop a better understanding of this and become more prepared for the next stage in their lives.

We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire.

Silsden Primary School is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

## Legislative framework

1.1 This policy has due regard to statutory legislation and national guidance, including, but not limited to the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The General Data Protection Regulation
- Data Protection Act 2018
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'
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## 1. Cost and availability

Under the School Admissions Code, the school must ensure that “policies around school uniform or school trips do not discourage parents/carers from applying for a place for their child”<sup>1</sup>.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item’s logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be worn out quickly, e.g. ties.
- Making donated second-hand uniform available for purchase at a lower price.

The school will meet the DfE’s requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

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<sup>1</sup> DfE (2014) 'School Admissions Code', para 1.8

- Jumpers and cardigans with the school logo are available from Whitakers Schoolwear in Keighley. Skip to School, Skipton. Goldleaf Designs in Silsden offer logo printing to plain garments. Alternatively, you can purchase Online at <https://myclothing.com/ueslink/6967.school?t=1587030915175>
- The school does not amend uniform requirements regularly and takes into account the views of parents/carers and pupils when considering changes to school uniforms.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

## 1. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

### **Gender**

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the '[School uniform](#)' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

### **Religion and belief**

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

### **Race**

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

### **SEND and medical conditions**

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy considers the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.

- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## **2. Complaints and challenges**

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

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.

## **3. Non-compliance**

The headteacher or other staff may request that a parent/carer rectifies a breach of the uniform policy before the child begins a day in school.

If parents do not comply with the request of the school to rectify breaches of the uniform policy, pupils will be excluded internally until the breaches are rectified.

The school is aware that items of clothing can become worn out and unusable – particularly footwear. It is acceptable to wear non-uniform items in the short term if this issue arises. This period should be no longer than a period of time covering one weekend.

## **4. School colours**

The school colours are purple, white and grey. Black is not a school colour except for footwear.

## **5. Uniforms**

- School sweatshirt/jumper/cardigan (purple) with school logo
- White polo shirt or shirt
- School fleece (purple) with logo
- Grey school trousers/shorts or grey/tartan skirt (appropriate length) or grey / tartan pinafore dress. No leggings
- Black school style shoes. No boots/trainers or heels.
- Grey or white socks (unbranded)
- Plain grey or purple tights

- Summer - purple gingham dress/culottes

## **6. PE kit**

**On the days your child has PE lessons, we ask that children come to school in their PE uniform. Our PE uniform consists of:**

- Plain purple round neck, PE T-shirt with school logo.
- Zip up purple hoodie with school logo
- Black tracksuit bottoms or leggings (with no branding or logos)
- Black PE shorts (with no branding)
- Black PE pumps for indoor PE (to remain in school)
- Suitable trainers for outdoor use.

## **7. Labelling**

All clothing and footwear should be clearly labelled with the pupil's name. It is not the responsibility of the school to replace lost items of uniform. This is the responsibility of the parents/carers and should be done in a reasonable time frame.

Any un-named lost clothing is to be taken to the lost property in the school office. All lost property is retained for that half-term and is disposed of if it is not collected within 1 week of the next half-term.

Any lunch boxes (whether named or not) that are left at the end of a half-term will be disposed of.

## **8. Footwear**

- We require all children to wear black shoes as stated in our uniform list. If a pupil needs to wear wellington boots or warm boots to travel to school in comfort, they must have their normal school shoes with them to change into. Trainers of any description, i.e. from branded sportswear, are not allowed.
- School shoes should not have large buckles or flashing lights.
- Block heels of no more than 2cm may be worn.

## **9. Jewellery**

- One pair of plain metal stud earrings – no other piercings are acceptable. Jewelled/Coloured studs are not allowed.

A wrist watch. A watch that does not have the ability to record images, audio, access the internet or send/receive messages. Any watches with these capabilities will be treated in the same way as mobile phones.

- We ask children to remove these during PE and games or cover them with a plaster to prevent them from causing injury. Children need to be able to do this independently.
- Pupils are not permitted to wear any other jewellery in the school grounds, due to health and safety risks except for a wrist watch.
- Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

## **10. Hairstyles and headwear**

- Silsden Primary School reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance. Hair braids/extensions/ shaved patterns or lines are not allowed as are extreme hairstyles such as mohawks and patterned or brightly coloured hair. Pupils will be sent home to rectify these before they are allowed into school.
- The school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be considered where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.
- Pupils with long hair must ensure that this is tied back, at all times, so that it does not impede their vision, cover their face or provide a health and safety risk.
- Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

## **11. Make-up**

- Silsden Primary School does not consider make-up appropriate and pupils are not permitted to wear any such products; however, there may be exceptions in extreme circumstances, at the head teacher's discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage)



- False nails, nail extensions and nail varnish is not allowed and must be removed before coming to school.

## **12. Policy review**

- This policy is reviewed every two years by the chair of governors and the headteacher.
- The scheduled review date for this policy is May 2025.

## **Appendix 1: Financial Assistance for Uniform**

Children who are current claimants of Free School Meals are entitled to financial support for uniform.

(NB – Please consult with the school office for support and information regarding claiming for Free School Meals)

The school will provide £70 per eligible child (per academic year to assist with the cost of uniform.

If a parent/carer is eligible for financial assistance with uniforms, they can request support by completing a simple Uniform Request Form which are available from either site school office.

This payment can be claimed by one eligible/parent carer only once in each academic year.

This will be reduced as follows if a child becomes eligible during the academic year:

Becomes eligible during 1st term – receives £70

Becomes eligible during 2nd term – receives £47

Becomes eligible during 3rd term – receives £23

Claimants can purchase uniform from either Whitakers School Uniform shop in Keighley or Skip to School in Skipton to a maximum of £70/pupil School and school will reimburse the uniform shop.

Claims can be made from 1<sup>st</sup> July for uniform requirements for September.