

# **St Matthew's C of E Primary School, Enfield**



## **School Uniform Policy**

**2022 - 2024**

## 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. The School's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on certain protected characteristics. These include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, the 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, in appropriate school uniform colours, as long as it is practical and safe for students
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Head Teacher, who can answer questions about the policy and respond to any requests.

## 3. Limiting the cost of school uniform

The 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items

- Avoiding specific requirements for items that 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
- Actively promoting any DfE uniform funding opportunities to families
- Avoiding different uniform requirements for different year/class/groups
- Avoiding different uniform requirements for extra-curricular activities
- 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. The School's uniform**

##### Mandatory

- White polo shirts
- Dark grey skirt, pinafore dress, trousers or shorts
- St Matthew's School logo sweatshirt or cardigan
- White, black or dark grey socks or tights
- Black shoes (not trainers or sandals)

##### Optional

- In the Summer term red gingham summer dresses or grey shorts are optional. Children can continue to wear their normal uniform if they want to.

##### PE kit

- A red coloured embroidered logo PE T-shirt
  - Unbranded black shorts or leggings or jogging bottoms
  - Black plimsolls or dark colour trainers
- Hair can be any length but plain hair accessories of school uniform colours (red/black/grey/white) should be used to tie hair back during PE. Any additional hair accessories are not part of our uniform
- No jewelry is to be worn to school, with the exception of watches & plain stud earrings; however, these must not be worn on PE days.

#### **4.2 Where to purchase it**

White polo shirts, grey trousers, shorts, skirts or dresses are available from most retailers such as Tesco, Asda, Next, M&S etc.

For items embroidered with the School logo, our uniform supplier is Smiths School Wear. You can order uniform direct from them via their website at [www.smithsschoolwear.co.uk](http://www.smithsschoolwear.co.uk) or in person at their shop at 155-157 Lancaster Road, EN2 0JN. Smiths will also deliver items ordered online to the school for collection

You can order the following items from the school office:

- School book bags
- PE bags

Please note: second hand uniform sales are regularly arranged by the School and are advertised through texts to parents & carers, as well as through the school newsletter.

## **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 the Headteacher 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 the Headteacher if they want to request a relaxation of 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 the School's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

### **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 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 Body (GB) will review this policy and make sure that it:

- Is appropriate for the 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 Governing Body 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.

## **6. Monitoring arrangements**

This policy will be reviewed every two years by the Governing Body.

Last reviewed: November 2022