

Uniform Policy

Fairmead School



Wellbeing Statement: At Fairmead School we take a holistic approach to the wellbeing of our students and staff. All policies are written with this in mind and consider the physical and mental wellbeing of our students, staff and our school community.

Signed by: Mrs T Felstead
Written: 26th March 2024
Review: March 2026

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/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/carers to get in touch with the Headteacher or Head of School, 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 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/carers' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost and provides the best value for money for parents/carers

We will do this by:

- Carefully considering and limiting any items with distinctive characteristics
- 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
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

The expectation is that pupils of Fairmead School will develop and feel a sense of community and belonging through the wearing of the school uniform. However, we do have a relaxed approach to uniform as we understand the differing needs of our pupils.

The wearing of denims, leisurewear, hoodies or items of clothes with bold designs/slogans etc are not acceptable. Jewellery items must be kept to a minimum ie a simple stud (no drop ear-rings). Hairstyles should be appropriate for school, i.e. no "mohicans", no designs cut into hair, no extremely short hair (no-guard or number 1) or bright coloured highlights. All long hair (shoulder length or longer) should be tied back.

4.1 Our school's uniform

Daily School Uniform

This should consist of:	Optional extras include:
School crew neck sweatshirt carrying the school logo - available from South West Schoolwear shop The following items can be purchased from any high street store or supermarket: Polo shirt – navy or white (navy with embroidered school logo available from South West Schoolwear shop) Trousers - black or grey (no denim) Skirt of suitable length – black or grey (no denim) Shorts – grey or black	School fleece jacket (optional - available from South West Schoolwear shop) Blue and white summer dress (can be worn in Summer term)

Shoes - black sensible or <u>all</u> black trainers (no logos)	
Pupils are also encouraged to bring: a bag (e.g., backpack, satchel, etc.) and a coat of their own choice	

PE and Swimming Kit

PE kit should consist of:	Swimming kit should consist of:
Pupils are required to wear the appropriate PE kit for the weather including the following unbranded neutral colours; white, blue or black. <u>Warm weather PE Kit</u> Plain T-shirt Plain navy jumper or school jumper Plain black shorts A pair of trainers A bag <u>Cold and/or wet PE Kit</u> Plain black jogging bottoms Coat Plain navy jumper or school jumper Plain T-shirt Plain black short A pair of trainers Change of socks A bag	Swim shorts/swimming costume Large towel

Outdoor Learning Kit for Forest School

Pupils to bring to change into school on the day they are due to participate in outdoor learning. Outdoor learning kit should consist of:
Old, comfortable clothing suitable for the weather conditions Warm, waterproof coat Sturdy footwear, e.g., walking boots/shoes Wellington boots Seasonal items, such as a woolly hat/scarf/gloves for winter or sun hat for summer, are optional but advised

4.2 Where to purchase it

Uniform with the embroidered school logo on is available from the South West Schoolwear shop in Yeovil (10 Wine Street, Yeovil, BA20 1PW, tel: 01935 478178, website: <https://www.swschoolwear.co.uk/>). Uniform can be ordered online or in store.

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/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/carers are also expected to contact the headteacher 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/carers 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/carers 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

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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

6. Monitoring arrangements

This policy will be reviewed every two years by the Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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