



LATCHMERE
ACADEMY TRUST

Uniform Policy

Status	Statutory
Review Cycle	Annual
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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

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 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 head teacher who can answer questions about the policy and respond to any requests

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. Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 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 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

Expectations for school uniform

4.1 Our school's uniform

We are in favour of uniform, as we feel it gives the children a sense of belonging to the school community. It also provides a practical form of dress for school activities.

Children in Rainbow Nursery are not required to wear uniform, but should the parents wish to, Rainbow Nursery jumpers and t-shirts are available from our supplier.

The items listed below are available from main chain stores. Items marked with an asterisk * can be obtained from our supplier PMG Schoolwear. They have a shop at 393-395 Hook Road, Chessington. KT9 1EL (telephone 020 8786 2211) or you can visit their website www.pmg-schoolwear.co.uk.

All other clothing can be bought from local supermarkets or high street stores. The LSPA also run regular second-hand uniform sales.

School Uniform

Infants (Reception, Year 1, Year 2): Light blue polo shirt / **Juniors (Year 3, Year 4, Year 5, Year 6):** Light blue polycotton blouse/ shirt

Grey skirt, tunic, trousers or shorts, or blue and white gingham check dress

Royal blue jumper / Latchmere sweatshirt *

White, grey or blue socks or tights

Velcro or buckle black or blue shoes (no high heels, sandals or boots)

Plain black trainers

P.E Kit

- Royal blue shorts *
- Latchmere T-shirt* / Light blue T-shirt
- Plimsolls (for indoors)
- Trainers (for outdoors)
- Tracksuit / leggings (royal blue, navy blue or black bottoms)
- Swimwear (one-piece), towel and swimming cap

PE kits should not include items with sport or team logos.

Swimming

Children will need a one-piece swimsuit and towel to school on the day they swim. Long Bermuda-type shorts are not suitable as they restrict movement and make it difficult for children to learn to swim. *Unless children have suitable swimwear, regrettably they will not be able to take part in the lesson as we do not keep spare kit.* For safety and hygiene reasons, it is most important that all children wear a swimming hat (available from the school shop). Jewellery must not be worn in school; earrings can be particularly hazardous, therefore, any child sent to school wearing them on a day when they are due to swim will not be allowed in the pool. If you would like your child to wear goggles whilst swimming, please write a note to tell the swimming teacher.

Expectations for our school community

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 head teacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 head teacher 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

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

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 a member of the SLT

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.

Governors

The local governing committee will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The local governing committee 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.

Monitoring arrangements

This policy will be reviewed yearly by the SLT. At every review, it will be approved by the local governing committee.

Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality and diversity policy
- Anti-bullying policy
- Complaints policy