



**Herne Bay Junior School**

# School Uniform Policy

**Policy Agreed: Dec 2024**

**Review Date: Dec 2025**

## 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/carers to get in touch with Mrs Evett-Collins (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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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
- 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: for example, by only asking that the sweatshirt or cardigan features the school logo
- 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 leveller
- Avoiding different uniform requirements for extra-curricular activities
- 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

### 4.1 Our school's uniform

Skirt or Pinafore dress - Black/Grey, KNEE length & tailored. Summer - Blue and white check dress

Trousers - Dark grey or Black tailored, straight legged (not tight or fashion trousers).

Short tailored dark grey or black trousers in Summer (not sports shorts)

Socks - Grey, White (blue, grey or black tights in Winter)

Polo Shirt - White short sleeved polo shirt with collar and logo (logo not mandatory)

Sweatshirt - Blue with school logo

Cardigan – Blue with school logo

Fleece – Blue with school logo (outdoor wear only – not essential)

Footwear - Black shoes or smart **all black** trainers which have the appearance of a shoe (no high heels). We ask parents to avoid buying shoes with high heels, since they present a safety risk to the children wearing them.

NB. When the children reach **Year 6 (only)** the sweatshirt and cardigan is red with the school logo.

### Hairstyles

Pupils are asked to have hair of a single colour in a conventional hairstyle. Girls and boys with long hair or hair that obscures vision should be tied back.

### PE and PE kit

To be worn to school on PE days only (Dates to follow)

- A coloured T-shirt in house colour.
- A pair of plain navy or black shorts (not lycra)

- School sweatshirt
- Sports trainers
- A pair of plimsolls or gym shoes should be kept in school for indoor PE

### **Winter kit**

- A plain black/ navy/ grey tracksuit or plain black/ navy/ grey jogging bottoms with school sweatshirt.

### **Forgotten PE kit**

If your child forgets their PE kit we will call/ text you to drop off if able.

PE is part of the Curriculum and is compulsory therefore PE kits **must** be worn in school.

If your child joins a sports club that runs on an alternative day to the class PE session, they will need to bring their kit to school to change into.

### **Earrings / Jewellery**

Children may **not** wear jewellery except for 'Medic-Alert' bracelets and one small plain stud earring in each ear.

For reasons of safety, jewellery, including earrings may **not** be worn for PE.

## **4.2 Where to purchase it**

Herne Bay Junior School uniform can be purchased from Barnums School Wear, 12 – 16 William St, Herne Bay. They supply our branded uniform including fleeces, sweatshirts, cardigans, polo shirts and PE tops.

There is no obligation to buy all branded uniform. We encourage parents and carers to purchase items from other outlets that offer affordable prices.

The school has second-hand uniform available to purchase. Items cost £1 and payment can be made via the school office using cash or debit card.

Occasionally, when there is an excess of lost property, the school will offer uniform garments to parents to select, free of charge.

## **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 Evett-Collins (Head of School) 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/carers are also expected to contact Mrs Evett-Collins (Head of School) 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 Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mrs Evett-Collins (Head of School). 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

The board 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 3 years by Mrs Evett-Collins (Head of School). At every review, it will be approved by the full governing board.

## **7. Links to other policies**

This policy is linked to our:

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