



School Uniform Policy

Iver Heath Junior School

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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 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
- › Make sure that our uniform costs are similar 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 Mrs. Anglin (Headteacher) who can answer questions about the policy and respond to any requests

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' 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 sweatshirts
- 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 apart from a PE t-shirt, although in these circumstances siblings within the school will be placed in the same house so that it reduces the number of items needing to be purchased
- 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 through regular PTA sales
- 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

We would like to point out that many items of new and second-hand school uniform items are regularly available from The Ivers Hive at very reasonable costs.

Supporting Children in receipt of Pupil Premium with the cost of uniform:

- If a child is in receipt of Pupil Premium within our school, we will support them to have the correct uniform, if cost is a factor. Pupils in receipt of Pupil Premium are eligible to receive support for every item of uniform whether it is embroidered or not. We will ensure that, if required and requested by the family, at least 1 piece of each item is available to a child in receipt of Pupil Premium each academic year they attend our school. If this support is wanted the parents are asked to contact the school to discuss the situation confidentially. In the event of needing items that are not available through the school we can make arrangements to purchase items and/or refund expenses of agreed items.

4. Expectations for school uniform

4.1 Our school's uniform

Please remember that when your child is wearing our school uniform, they are representing our school community so please ensure they look smart and appropriate.

Pupils are encouraged to wear our distinctive uniform for school at all times.

General school uniform:

- School sweatshirt, hoodie or cardigan with embroidered logo*
- White polo shirt with blue embroidered school logo* – see note below
- Mid-grey school skirt/long school trousers/ shorts – **leggings and cycling shorts are not permitted to be worn as trousers**
- Black flat-heeled shoes or plain black trainers. **NB: trainers that are NOT plain black, with other colour markings – will not be accepted.**
- Black, white or grey socks
or
- Black, grey or navy tights
- Reasonably sized hair accessories in school colours, e.g. blue, black, white,

During warm weather the following may be worn to help a child feel more comfortable in the heat:

- Navy or Black sandals with closed toes
- Light blue and white checked/striped summer dress
- Peaked cap/ bucket hat in sunny conditions (outside only)

PE, Games and sporting activities:

- Coloured t-shirt to match the house the child is part of:
 - Beech – Blue*
 - Cherry – Red*
 - Oak – Yellow*
 - Pine – Green*
- Royal blue PE shorts*
- Suitable footwear such as trainers (not plimsolls)
- School tracksuit with embroidered logo*
Or for outside in colder weathers only
- Tracksuit for in **plain** dark blue, black or grey
- Royal blue PE bag*
- Swimsuit, swimming hat and towel for swimming (this does not happen in every year group and you will be informed when your child will need this uniform)

We recognise that plain polo shirts can be purchased at a lower price and as such can help maintain clean uniform over the school week without needing to wash and prepare clothes repeatedly in the working week. We expect every child to have at least 1 embroidered polo shirt which must be worn on days where identification of our school is important such as school photo days, any school performances (class assembly, school production, choir events), school trips etc.

On days when children are timetabled to be doing PE, PE kits may be worn to school to avoid loss and misplacement of uniform and to maximise the amount of teaching time.

Other requirements:

For health and safety reasons, all children with long hair must wear their hair tied their hair up at all times using discreet hair ties in colours that are in keeping with school colours such as blue, white, black, etc. However, should a child have a sensory issue around their hair, parents are encouraged to come and speak to us regarding this so that they can be supported.

Children may wear a watch on their wrist however the watch they wear must not be a smart watch and/or have any capacity to record video/audio or photographic recordings or be able to access the internet or connect to other devices.

Children are permitted to wear one pair of stud earrings but must not wear any other jewelry (although some items may be allowed due to protected characteristics legislation such as religious reasons). If children do wear earrings, they must be able to remove and replace them independently as they will need to be removed for PE lessons and any other practical activities where they may pose a danger. Staff are not permitted to remove or insert earrings in children's ears for health and safety reasons.

If you are wanting to pierce your child's ear(s) we request that you, do it at the start of the summer holiday so as to allow time for the holes to set, thus allowing the child to safely remove them for lessons as described above. If this is not possible the child must be able to cover the earrings safely with surgical tape during these lessons. The tape must be provided from home.

Children's hair styles must be of a suitable style that allows the child to have clear vision and have their face seen. It is expected that children's hair is of colours that could naturally be seen and any styling or designs are in keeping with the school's ethos and values.

No make-up is permitted to be worn by any pupils without express permission being given, e.g. for a production.

False eyelashes, false nails and other accessories are not permitted to be worn in school.

If make up or any of the items mentioned in the previous point are worn in school they may be removed within school under adult supervision.

4.2 Where to purchase it

- › All uniform items identified with a * must be purchased through PMG Schoolwear.

<https://pmgschoolwear.co.uk/school/iverheathjuniorschool>

The link above takes you directly to their online shop with our school items available for purchase. These items can be available for collection from their store based in Uxbridge.

- › All other uniform items can be purchased through PMG Schoolwear too, although other suppliers are available.

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 and/or their parents/carers are expected to contact Mrs. Anglin (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 Mrs. Anglin (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 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.

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 an Assistant Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by an Assistant Headteacher or the Headteacher, in line with the behaviour policy.

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 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 2 year or before if needed by Elaine Anglin (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
- › Complaints policy