



# **ALL SOULS' CHURCH OF ENGLAND PRIMARY SCHOOL**

## **School Uniform Policy**

Completed: January 2022  
Next Review Date: January 2025

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*'Individually, we are wonderfully made. Together, we are God's masterpiece.'*

*Each member of the All Souls' family supports each other to flourish as happy, confident, respectful and resilient lifelong learners, valuing and celebrating the diverse community we share.*

*By working together, trusting in God and living out our Christian Values, everyone will reach their full potential and realise their dreams.*

## **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 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 A member of the Senior Leadership team by phoning the school on 01303 275967 or emailing the school at [office@allsouls.kent.sch.uk](mailto:office@allsouls.kent.sch.uk), 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. At All Souls' we have a book bag, school jumper, PE T-shirt and PE hoodie with the school logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different year/class groups
- Avoiding different uniform requirements for extra-curricular activities
- Providing uniform/kit for signaling differences in groups for interschool competitions, such as external sporting events
- 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. Expectations for school uniform

### 4.1 Our school's uniform

At All Souls' School we encourage our pupils to take a pride in their appearance, particularly with regard to our school uniform. This enhances the feeling of 'belonging' to the school's values and traditions. We ask that children wear full uniform every day, and we encourage children to maintain a clean and tidy appearance in school.

All Souls' school uniform consists of;

- Grey trousers, skirt or shorts
- Light blue polo shirt/shirt
- Blue and white checked summer dress (term 5 and 6 only)
- Navy blue sweatshirt or/and fleece or/and cardigan with school logo (plain navy blue jumper/fleece/cardigan is an acceptable alternative)
- Black school shoes (no trainers)
- Book bag with school logo (optional- a small bag is an acceptable alternative)

All Souls' PE kit consists of;

- Pale blue t-shirt with school logo (plain pale blue t-shirt is an acceptable alternative)
- Blue shorts
- Plimsolls for indoor work
- Suitable trainers for outdoor games – black/navy/white
- Plain black/navy tracksuit or jogging trousers for the winter
- PE hoodie with school logo (optional although preferred)
- Key Stage 2 children will require a swimming kit (swimming trunks/ one-piece swimming costume with a towel and goggles if required) *Please note; Year groups attend swimming throughout the year on a rota basis*

Please note; PE hoodies are preferred as they are also used for school trips and off site events as an additional way of identifying children are from All Souls'.

Additional expectations at All Souls' School;

- Jewellery should not be worn as part of the school uniform unless it is for religious purposes, although a pair (or single) stud earring(s) are acceptable. *Please note; For Health and Safety reasons, for PE, earrings have to be covered with tape prior to coming to school or by the child at school (If earrings are to be removed at school this has to be done by the child.)*
- Children's hair should be a natural colour and styled in a way that does not interfere with learning and the health and safety of themselves and others. Long hair is expected to be tied back.
- False nails and nail varnish are not permitted.

## 4.2 Where to purchase it

Items displaying the school logo are available to buy from – Channel Uniforms, 118 Cheriton Place, Folkestone, Kent.

Telephone; 01303 487075 or visit [www.channeluniforms.co.uk](http://www.channeluniforms.co.uk)

Order forms and current price list are available on the school website listed under the Parents section.

The uniform provider would be reviewed should the need arise, for example, complaints about quality.

All other items on the uniform list can be purchased from a variety of high-street vendors or online shopping facilities. Local retailers include several supermarkets including Asda, Tesco and Sainsbury's.

Secondhand uniform sales take place three times a year usually at the end of a term. However, parents are encouraged and supported to contact the school at any time should there be any problems with acquiring school uniform for whatever reason. These cases will be dealt with sympathetically and on a 1:1 basis; It is a firm belief of the school that no one should feel under financial pressure to provide uniform and maintaining good attendance at school is the priority.

## 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 a member of the Senior Leadership Team 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 a member of the Senior Leadership Team 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 be expected to lead by example, following the dress code in the code of conduct policy. Staff will also 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 Senior Leadership Team.

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

## **6. Monitoring arrangements**

This policy will be reviewed every three years by a member of the Senior Leadership Team. Upon every review, it will be approved by the chair of the Board of Governors.

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

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Code of Conduct

### **Policy Review**

This policy will be reviewed January 2025

