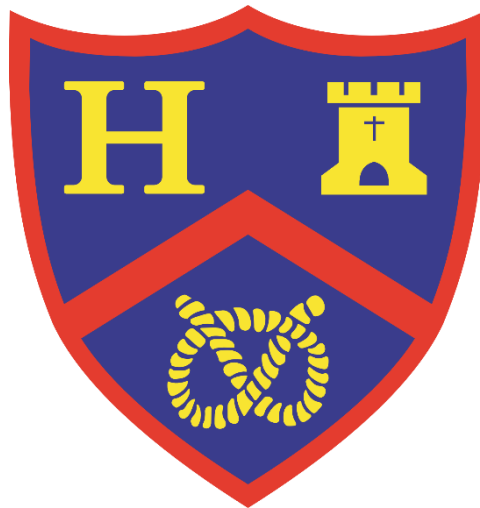




*Come as you are and leave as Champion*



**Hempstalls Primary School**

**Uniform Policy**

## Uniform Policy

### Hempstalls Primary School

#### **Ethos**

At Hempstalls Primary School, we have an agreed school uniform, which is made clear to families, on our website. We believe that uniform fosters a sense of identity and belonging, promotes the ethos of the school (see Logo section) and sets a tone for the academic and educational expectations of the school. We expect all children to be prepared for the school day.

#### **Policy**

At Hempstalls we have agreed to follow the non-statutory government guidance and to have a uniform policy. This policy outlines the expectations around appearance and the fair approach we take to managing the sourcing and funding of uniforms.

Our expectations are as follows:

- A blue blouse/ shirt and tie
- Plain smart skirt or pinafore in grey or black
- Trousers or tailored shorts in grey or black
- In summer, there is an option to wear a blue checked/striped dress
- Socks should be white, grey or black in colour
- In EYFS children can wear a blue polo shirt all year round with no tie.

#### **Jewellery and Hair Accessories:**

Physical activity is something the children will participate in on a daily basis therefore we kindly ask that earrings are not worn at all in school for their PE lesson for the children's safety. However, if earrings are worn to school, they must be small studs and must be removed by your child for PE as we cannot put tape over the top. Also, it is essential that long hair, shoulder length or longer, should be tied back using a plain black, hair-colour or school uniform colour. No large headbands/accessories.

#### **PE Kit**

- Hempstalls blue hooded jumper and navy jogging bottoms/shorts (without logos).
- Trainers
- PE kit should be worn to school on your child's PE day and Sports Day.
- Children work in bare feet for all gymnastic activities in school when they are using PE apparatus

#### **Swimming Kit**

- Swimming costume or fitted trunks
- Swimming cap for any children with long hair
- No earrings or jewellery

## Footwear:

- We aim to make footwear as straight forward as possible moving forward; black school shoes. Trainers can be worn on PE days.
- For any child who is unable to tie laces, strongly consider Velcro for safety.
- Smart school shoes are still welcome and perfectly acceptable; however, your child may wish to ensure they have something more appropriate in their bag for active parts of their day although this would mean your child would need two pairs of shoes for school as opposed to one.

## Other information

- No extreme hair cuts, hair dye, make up, jewellery, children's transfers or nail varnish to be worn.

Thank you for your support in helping to support our children belong to, and feel proud of, our Hempstalls community.

## Laws to consider when applying the uniform policy

The Governing Body of Hempstalls Primary ensures that in developing a uniform policy, it complies with the Human Rights Act of 1998 and Equality Act of 2010, as well as the Safeguarding and Health and Safety Requirements set out in additional policies.

## The Logo

The school logo on uniforms supplied by our local supplier represents our school motto of, 'Come as you and leave a Champion.'

## Supply

The school suppliers are Smart Uniform, a local firm in Newcastle Under Lyme, which specialises in providing uniform at reasonable cost, to local schools. The uniform is comfortable and practical. However, parents are welcome to source uniforms from any shop, provided the colours match those in our expectations and many choose to do this, as a way of uniform being cost effective. The uniform is suitable for travel to and from school. During hotter months, children can wear shorts or summer dresses. During cold weather, children are encouraged to wear layers. We are mindful of the equality act and open to engaging in conversations around diversity, should they present themselves, as this is an ongoing part of our ethos.

## Recycling and Reusing

We have a keep a large, clean, constant stock of used uniforms in all sizes and these are available to any child who loses an item of uniform and to support our families who require replacements due to circumstances. A 'swap shop' approach is also supported by our Parents Association. We wash and store the uniforms by our school office. Where families, disadvantaged or not, require a hand with items of uniform, they are supported in a sensible and discrete way. We also feel our approach is kinder to the environment and reduces waste.

## **PE**

Following the Covid 19 pandemic and in order to maximise learning time as well as removing the need to change in front of others in class, the children wear their PE Kits to school on the day they engage in PE lessons or Sports.

## **Human Rights, Equality and Discrimination Consideration**

As a school we support equality and in implementing this policy will consider children with protected characteristics, including sex, religion, belief, race, disability and gender reassignment. We feel uniform helps our pupils feel part of the school identity, but that feeling included in a way which is equal and non-discriminatory is paramount.

## **Religion and Beliefs**

The school will always be sensitive to the needs of different cultures, races and religions and will act reasonably in accommodating these, without compromising safety or discipline within the school. We believe any concerns in this regard can be addressed through dialogue and understanding.

## **Flexibility and Non-Discrimination**

Children will not be discriminated against, in terms of uniform expectations, based on cost or availability. Children with protected characteristics will not be discriminated against. Individual needs and requirements will be addressed on an individual basis, through dialogue, reasonable adjustments and fair decision making, in a discrete and thoughtful way.

## **Complaints and Disputes over Uniform**

Where there is a complaint about the school's approach or policy on school uniform, the complaint procedure, as is published on the website, should be followed. Concerns and complaints can be made with ease and the school will work with parents to find an acceptable outcome. Any concerns over the quality of uniform from the agreed supplier, will result in direct dialogue with the supplier, should these concerns be justified. Uniform is inclusive and where there are concerns around pupils with protected characteristics, these will be considered carefully by the Headteacher and Governing Body in a discrete and fair way.

## **Non-Compliance**

Where there are serious breaches of the school policy which are not based on fair or reasonable factors or concerns, the school will follow the behaviour policy in a fair and proportionate way and no pupil will be penalised for decisions beyond their control.

## **Closing Statement**

At Hempstalls we feel that our navy uniform and vibrant logo are part of our school ethos and central to our identity as a 'family' of staff, pupils, parents and governors.