



Uniform Policy

Headteacher	Mr Andrew Burcher
Approved by	Mrs Victoria Cole
Last Updated	30 th October 2023
Approved by the Governing Body	29 th November 2023
Date to Review	As required

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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 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 to get in touch with the school Bursar, Mrs Hannah Berry via email: bursar@kelbrook.lancs.sch.uk 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

Kelbrook Primary 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 and/or long-lasting items
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions
- Making sure that arrangements are in place for parents to acquire second-hand uniform items which can be purchased for the minimal cost of £1 from the school office
- 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

Kelbrook Primary School uniform consists of:

- Dark grey trousers, skirt or pinafore, the skirt should be knee length or just above. Tube skirts or leggings are not permitted.
- White polo shirt
- Jade sweatshirt or cardigan (with the school logo).
- Shoes - sensible, black
- Socks - white or grey
- Tights - grey
- Summer uniform is a checked jade and white dress or dark grey shorts with either a jade sweatshirt or cardigan. The shorts should be just above the knee
- Black flat shoes/sandals or black trainers with black soles (if trainers are worn they should be plain black with no other colour at all)

- Ankle boots can be worn in the winter months as long as they are black and do not impede the child's mobility.
- Open toed shoes are not permitted for health and safety reasons.
- Velcro fastening is a good idea for lots of children – and more or less essential for Foundation Stage!

Hairstyles and colouring:

- Parents should be aware that we do not permit extremes of fashion in students' hairstyles
- Any hair ornament should be in neutral colours and should not be overly large. Hair colouring is not permitted
- Close shaved heads and patterns cut into hair are not acceptable
- Very short hairstyles including extreme hairstyles (e.g. where some hair is very short and the rest isn't) are not acceptable
- Children who have shoulder length hair, or longer, must have their hair tied back at all times, for health and safety reasons and/or if it obscures the face

Jewellery and Make-up:

- Jewellery is not permitted in school. Small stud earrings and a watch may be worn, but under no circumstances are children permitted to wear bracelets, necklaces or any other fashion jewellery
- Earrings are not permitted for PE lessons
- If parents require their children's ears to be pierced this should be done at the beginning of the summer break. This will give the required healing time to enable the earrings to be removed for PE lessons.
- Make-up is not permitted at school, this includes nail varnish, lipstick and the wearing of false nails

Physical Education Kit consists of:

- White T-shirt
- Navy or black shorts or skorts
- Pumps (trainers for outdoors as required)
- Outdoors - a pair of joggers may be worn over the navy shorts and the school sweatshirt or cardigan may be worn over the white t-shirt
- Swimming - (Class 3 Summer Term). One piece swimsuit, trunks or swimming shorts, board shorts are not permitted. Goggles may be worn if medically necessary or if written permission is received from parents

Wearing jewellery, earrings, and ear-studs (metal or plastic) is not permitted on safety grounds during physical education lessons and other sporting activities. This includes body piercings such as nose studs or belly button jewellery. If a child attends school with their earrings in, they will have to remove the earrings or they will be unable to take part in the lesson for Health and Safety reasons. Covering earrings with plasters is not sufficient. Your child must be able to remove their earrings independently for PE. We strongly advise that your child does not wear earrings to school on the days that they are timetabled for PE.

4.2 Where to purchase Kelbrook Primary School uniform:

School Sweatshirts or Cardigans

Our 'jade coloured' school jumpers/sweatshirts and cardigans with the school logo embroidered on can be ordered and purchased online from our suppliers:

Skip to School

32/34 Water Street

Skipton

North Yorkshire

BD23 1PB

[Skip to School – Supplier of school uniforms and sportswear](#)

or

The Uniform Shop (Jean Junction)

300 Burnley Rd, Colne, BB8 8JN.

Telephone: 01282 868743

<https://jeanjunction.com/pages/kelbrook-primary-school>

Second hand uniform can be purchased from the school office for the nominal cost of £1 per item.

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 the Headteacher, Mr Andrew Burcher email: head@kelbrook.lancs.sch.uk 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 the Headteacher, Mr Andrew Burcher email: head@kelbrook.lancs.sch.uk 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 the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher, Mr Andrew Burcher email: head@kelbrook.lancs.sch.uk

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 annually or when necessary by the Headteacher, Mr Andrew Burcher. 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

- Anti-bullying policy
- Complaints policy