



School Uniform Policy

Date of Issue:	Autumn 2023 – Version 1.0
Review History:	September 2023 – Version 1.0
Holder:	The Executive Headteacher
Committee Responsible:	Teaching and Learning
Next Review Date:	September 2024

All pupils at Grange Park School have an Education Health Care Plan (EHCP) and have been diagnosed as having an Autism Spectrum Condition. This policy has been written to incorporate their needs along with the legal guidelines and principles.

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

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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 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

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

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- 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, such as creating posters or labels
- 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

Expectations for school uniform

4.1 Our school's uniform

Secondary Pupils

Navy sweatshirt/cardigan with school logo

Grey school trousers or pleated school skirt or tailored grey school shorts

Plain white polo t-shirt/shirt or navy polo t-shirt with school logo (white polo/shirt do not require the school logo)

Black school shoes – No branded sports footwear

Wellies will be required for Forest School

Optional

Grange Park jacket/fleece or outdoor coat

PE Kit

School PE t-shirt

School PE tracksuit top

School tracksuit bottoms, skort or shorts

Trainers

The PE kit is available with an embroidered or printed logo.

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Key Stage 2 Pupils

Green sweatshirt/cardigan with school logo
Grey school trousers or pleated school skirt or tailored grey school shorts
Plain white polo t-shirt/shirt
Green gingham summer dress
Black school shoes – No branded sports footwear
Wellies will be required for Forest School

PE Kit

School PE t-shirt
School PE tracksuit top
School tracksuit , skort or shorts
Trainers

The PE kit is available with an embroidered or printed logo.

4.2 Where to purchase it

All of our uniform and PE kit with the school logo can be purchased from <https://www.caseysschoolwear.co.uk/>, however, non branded items including skirts, trousers, white shirts, polo shirts and dresses, can be purchased from any high street retailer.

Some parents kindly donate uniform.

If a parent requires assistance, they can make a request to the Head of School for second hand items. The school acknowledges that most pupils have a strong preference when it comes to clothing and pre-owned items.

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)

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Pupils are also expected to contact Miss Atwell, Executive 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 Miss Atwell, Executive 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 the Executive Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Heads 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 and pupils

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- 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.

Monitoring arrangements

This policy will be reviewed every 2 years. At every review, it will be approved by the Teaching & Learning Committee.

Links to other policies

This policy is linked to our:

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

EQUAL OPPORTUNITIES STATEMENT

Grange Park School is committed to the positive promotion of equal opportunities for all and ensuring equality of access to its activities and services.

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