



# Victoria Park Junior School Uniform Policy

Policy Written:	January 2025
Agreed by Governors:	March 2025
Review Date:	

## 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/carers to get in touch with Mr. Wilkinson (Headteacher) / Miss Tidman (Deputy Head), 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

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- 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
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions e.g. sports day
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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**

- Yellow polo shirt
- Grey trousers/ skirt/ shorts
- Green jumper/ cardigan
- Green or yellow checked summer dress (optional)
- Grey or black socks/ tights
- Sensible black school shoes

#### **P.E kit**

- White t-shirt
- Black shorts/ jogging bottoms
- Green school jumper/ cardigan or black, grey or green hoodie
- P.E pumps/ trainers (not converse or platform trainers)

## **Jewellery**

- Children should not wear jewellery for school, unless it is a religious band e.g. a kara/kada. Children may wear plain studs if they have pierced ears, but even these must be removed for P.E. and swimming (in Year 4)
- Children may wear a wristwatch that tells the time
- Children may not wear Smart watches which can be used as a method of communication/ recording device. They will be asked to remove these.

## **Appearance**

- Children may have long hair (though we reserve the right to ask for this to be tied back)
- Children are not permitted to wear nail varnish or 'false nails'
- Children to have hairstyles or hair cuts that are appropriate for school e.g. hair should not be dyed, extreme patterns should not be shaved into hair
- Children should come to school with an appropriate coat and bag
- Children are permitted to wear hats, gloves and scarves outside during colder months
- Children are permitted to wear sun hats/caps during hotter months

### **4.2 Where to purchase it**

- Uniform with our school logo can be purchased from Monkhouse in Stretford Mall, if required but not necessary
- Parents and carers can obtain school uniform from many high-street retailers
- FAF! (Family and Friends of VPJS) will hold a second-hand uniform sale

## **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)

### **5.2 Parents and carers**

- Parents and carers are expected to make sure their child has the correct uniform and P.E. kit, and that every item is:
  - Clean
  - Clearly labelled with the child's name
  - In good condition

Parents/carers are also expected to contact Mr. Wilkinson (Headteacher) / Miss Tidman (Deputy Head and SENDCO) 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/carers 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/carers 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 does not improve.

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/carers 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 three years by Miss Tidman, Deputy 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 Regulation policy
- Equality Information Policy and Plan
- Child on Child Abuse Policy
- Complaints Policy
- SEND Policy