

School uniform policy

Esher Church School



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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 all 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, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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 Mrs. Claire Simpson – Inclusion Lead (claire.simpson@esherchurchschool.org.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

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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
 - Primary school: 3 or fewer
 - Secondary, middle and all-through schools: 4 or fewer, if 1 item is a tie
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and/or long-lasting items such as ties
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- 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 uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

Esher Church schools uniform:

- Branded school jumper or cardigan, at juniors branded school tie and a branded school PE top
- Optional items that are branded and available are branded school hoodie for PE, branded coloured house shirts. School book bag and backpack.
- Generic items of school uniform:

- Grey skirts/pinafores/trousers or worsted style shorts
 - Grey or white socks
 - Grey tights
 - White polo shirt for KS1 and white shirts for KS2 with school tie
 - Black shorts/leggings/skorts/ tracksuit bottoms for PE
 - Black shoes – trainers for PE days
- Expectations for PE kit and swimming kit – We ask that children wear our school logoed PE top for PE. Swimming we ask for swimming costume, swim hat, goggles and towel
 - Expectations for jewellery and hair – We ask for neat hair styles with long hair tied back. Please use small clips, bows and hair bands, small stud earrings can be worn on non PE days. KS2 can wear analogue watches – smart watches are not permitted.
 - During the summer there is the option of a red checked (gingham) summer dress. Children are asked to bring in a sun hat for sunny days to keep them safer outdoors.
 - While Price & Buckland remain our approved supplier for branded items, families are welcome to purchase all non-branded uniform from any supermarket or high-street retailer. Second-hand uniform is always available, and branded items can be loaned or gifted where needed. If a required branded item cannot be obtained, please speak to the Inclusion Lead or the school office so that adjustments can be made. Where a pupil cannot wear a branded item, the school will make an appropriate accommodation and reasonable adjustment so they can wear a suitable alternative please speak with the inclusion lead.
 - Only small round stud earrings may be worn
 - No other jewellery (for safety)
 - Hair should be neat and tied back
 - Only small, plain hair ties or bands
 - PE kit should be worn to and from school on PE days

4.2 Where to purchase or acquire it

Add details including:

- While Price & Buckland remain our approved supplier for branded items, families are welcome to purchase all non-branded uniform from any supermarket or high-street retailer.
- Second-hand uniform is available at our regular uniform sales held throughout the school year. If you need anything in between these times, please speak to the school office.
- If you would like to discuss loaned or gifted items of logoed uniform, please contact Mrs Taylor in the school office.
- We will always work with families to make appropriate accommodations and reasonable adjustments so that every child has what they need to feel comfortable, included and ready to learn.

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 Mrs. Claire Simpson – Inclusion lead (claire.simpson@esherchurchschool.org.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/carers are also expected to contact Mrs. Claire Simpson – Inclusion lead (claire.simpson@esherchurchschool.org.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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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 doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by our school behaviour lead and SLT with reference to our school behaviour policy

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

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 yearly by the inclusion Lead. 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