John Perry Primary School

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School uniform policy

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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 office (0208 2704622; office@johnperry.bardaglea.org.uk) who will refer your questions or comments to SLT. 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 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 (for instance, a school jumper featuring the school logo)
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- Considering cheaper alternatives to school-branded items, 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
- 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

4. Expectations for school uniform

At John Perry Primary School, we believe that the wearing of a school uniform enables children to identify with their school, gives a sense of pride and belonging, is practical, smart, reinforces a positive work ethos and reduces expenditure for parents/carers.

4.1 Our school's uniform

Our school uniform colour is a combination of royal blue and dark grey/black.

Our school uniform consists of:

- Dark grey/black skirt, dress, trousers or shorts. Leggings or jogging bottoms are not allowed.
- Blue and white checked dresses
- Blue blouse/shirt or polo shirt
- Royal blue sweatshirt or royal blue cardigan without a hood, either plain or with the John Perry logo
- Plain white or black short or knee length socks (not over the knee) or black or dark grey tights
- Black shoes or trainers, preferably unbranded
- Summer and winter hats can be worn but these do not have to be branded and can be any colour
- Coats can be any colour but should be practical for the weather and we do not recommend that expensive designer brands are worn for school

Please note that skirts should be an appropriate length and of a style that allows the pupil to sit and move comfortably. When pupils wear shorts (for instance during PE), they should also be of an appropriate length. Three quarter length, calf length or full length leggings should not be worn.

Please note that all items can be generic (i.e. without the John Perry logo), as we do understand that this will reduce the cost of the uniform. These can be bought from any supermarket or clothing store. Having the John Perry logo is optional; if you would like your child to wear a sweatshirt with the John Perry logo, please visit our supplier Khalsa Schoolwear.

P.E. Kit

There are designated P.E. days for each class and it is expected that children will bring the appropriate P.E. kit in any type of bag/rucksack or simply a named carrier bag on these days.

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The P.E. kit consists of:

- plain white t-shirt or polo shirt. Cropped tops/vests are not allowed.
- black shorts
- black plimsolls or trainers – Velcro fastenings are essential for younger children
- black jogging bottoms or leggings for outdoor lessons in cold weather
- in very cold weather, children are allowed to wear a navy blue or black sweatshirt. For hygiene reasons, children should not wear their school jumper during P.E. lessons All items should be preferably unbranded.

Swimming Kit

Those children having swimming lessons in school are expected to bring the following items in in any type of bag/rucksack or simply a named carrier bag on those days when they have swimming:

- Swimming costume (no bikinis or tankinis)
- Swimming trunks; short-like trunks are best (we discourage long swimming trunks as they impede pupils' ability to swim well)
- Bath-size towel
- Swimming cap: Preferably blue, but any colour is acceptable. All items should be preferably unbranded.

If you would like to purchase a blue swimming cap with the school logo, you can do this via ParentPay and collect from the school office. Our office team will be happy to assist.

Please ensure that all items of school uniform, P.E. kit and swimming kit are clearly labelled with your child's name. In the summer months, children are allowed to wear sunglasses in school.

Please note that the school will not be held liable for the loss of any P.E., swimming kit or school uniform items.

4.2 Expectations and procedures

- It is expected that children wear the school uniform each day, with the appropriate footwear
- If a child does not wear the correct uniform, a verbal or written reminder will be given to the parent/carer outlining our expectations
- If a child arrives at school wearing inappropriate clothing which causes concern (e.g. unsuitable for the weather, too revealing, offensive/unsuitable slogans, etc) then the school will contact the parent/carer to request that appropriate clothing is brought to school for the child to change into
- If a child does not bring the P.E. kit to school on their designated P.E. day, parents will be contacted and asked to bring P.E. kit for their child to change into. If P.E. kit is not supplied then the child will not take part in the P.E. lesson for that week but they will be expected to complete an activity linked to the P.E. lesson. Also, a letter will be sent home asking parents to make appropriate arrangements for the following week.
- If there is any reason why a child cannot wear our uniform or requires special dispensation (e.g. health or religious grounds), parents will be asked to contact us and the school will consider sympathetically any such requests.

4.3 Jewellery, watches and badges

On Health & Safety grounds, children are not permitted to wear jewellery to school apart from a watch and small stud earrings in Key Stage 2. The school will accept no responsibility for loss or damage.

- Pupils in Early Years and KS1 (Year 1 and Year 2) should not wear earrings in school. Only children in KS2 (Year 3 to Year 6) are allowed to wear small stud earrings in school. Also, children in KS2 are allowed to wear watches. Please note that Smart Watches are not allowed.
- Best practice and health and safety advice from 'Association of Physical Education: Safe Practice in P.E: School Sport and Physical Activity' does state children should not wear jewellery in P.E. Therefore, on those days when your child has P.E. or swimming lessons, parents should remove all

jewellery at the start of the school day as staff cannot remove earrings for children. Children should be able to remove their own earrings and store them safely.

- If your child is wearing religious jewellery that cannot be removed, staff will try to ensure safe participation in P.E. lessons can occur, for example ensuring bangles are tucked under their jumper.
- School staff are prohibited from removing or replacing earrings and the school will accept no responsibility for accidents caused by the wearing of jewellery

Parents and carers are reminded that if they should wish for their child to have their ears pierced, then it is best to be done at the beginning of the 6 weeks holiday in order that they can then be removed for P.E. at the beginning of the Autumn term.
In addition to this:

- Nail varnish, false nails, make up, hair dye or temporary tattoos must not be worn for school
- Children should not have decorative patterns cut into their hair
- For health and safety reasons we do not allow children to wear shoes with platform soles or high heels. Please do not send your child to school in shoes which prevent them from running in the playground.
- Children are only allowed badges handed out by members of school staff (for instance, House Captain, Star of the Week, etc). The school also allows badges for special occasions such as birthdays.
- Special occasions: There will be special occasions when children will be awarded a non-uniform day after excellent attendance or they can have a class party. On days like these, children must come to school wearing sensible clothes and footwear.

4.4 Where to purchase uniform

- Uniform items can be bought from any supermarket or clothing store and do not need to have the school logo on. Parents do have the option to purchase branded items such as school jumpers and t-shirts from our uniform supplier; however these are not compulsory as items can be purchased at a reduced cost elsewhere
- If you would to purchase a swimming hat with the Jon Perry logo, this can be done via ParentPay. This is optional.
- If you would like to purchase a school jumper or top with the John Perry logo, please visit Premier School Wear. This is optional.

Help with school uniform:

- The Baby Bank HQ hosts a series of free school uniform shops at different times in the year. All items are pre-loved and completely free. For any enquiries or questions, please contact them directly (07512038713; Email: info@thebabybankhq.org)
- At the end of every school term, all unclaimed lost property will be on display for parents to collect. The school will keep a number of unclaimed and unlabelled items which will be used in school as and when needed; the rest of unclaimed items will be donated to local charity shops.
- If you need help or support to purchase any items of the school uniform, please do not hesitate to contact the school office. We will so our best to support you with your request in a sympathetic way and on a caseby-case basis.

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)

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5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform, P.E. kit and swimming kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the Head Teacher if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

If there is any reason why a child cannot wear our uniform or requires special dispensation (e.g. health or religious grounds) then the Governors will consider sympathetically any such request from a parent/carer.

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. Please refer to the school's Complaints Procedure Policy. Please contact the school office should you prefer a printed copy of this document.

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 and 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 SLT if the situation doesn't improve.

It is expected that children wear the correct school uniform each day, with the appropriate footwear. Ongoing breaches of our uniform policy will be dealt with in the following ways:

- If a child arrives at school without uniform, a verbal or written reminder of our expectations will be communicated to the parents/carers (see Appendix 1). Children will also be reminded about the importance of Physical Education and their benefits on physical and mental health.
- If a child arrives at school wearing inappropriate clothing which causes concern (e.g. unsuitable for the weather, too revealing, offensive/unsuitable slogans, etc) then the school will contact parents to ask for appropriate clothing to be brought to school or school will provide uniform for the child to wear for the day.
- If a child arrives at school wearing earrings in Early Years or Key Stage 1 or inappropriate earrings in Key Stage 2, i.e. anything other than a small stud, a letter will be sent to parents (see Appendix 2).
- Children who cannot remove their earrings (due to having them pierced in the last 6 weeks) will miss the P.E./swimming lesson for the week. Parents will then be sent a letter requesting that they make alternative arrangements for the following week (see Appendix 3).
- School staff are prohibited from removing or replacing earrings and the school will accept no responsibility for accidents caused by the wearing of any jewellery.

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 Body 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

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The Governing Body 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 2 years by the Deputy Head Teacher. At every review, it will be approved by the full Governing Body.

7.

8. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Single Equality Policy
- Mobile Phone Policy
- Anti-bullying Policy
- Complaints Policy

APPENDIX 1 – Standard letter to parents/carers Re. School Uniform

Dear Parent/Carer Date: .....

Child's name: ..... Class: .....

We noticed that your child did not wear their uniform to school today. I'm sure you will appreciate the many advantages of our uniform policy, both at home and at school.

As our policy states:

"We believe that the wearing of a school uniform enables children to identify with their school, gives a sense of pride and belonging, is practical, smart, reinforces a positive work ethos and reduces expenditure for parents/carers."

I would therefore be very grateful if you could make sure that your child dresses appropriately every school day. Our uniform is as follows:

Our school uniform consists of:

- Dark grey/black skirt, dress, trousers or shorts. Leggings or jogging bottoms are not allowed.
- Blue and white checked dresses
- Blue blouse/shirt or polo shirt
- Royal blue sweatshirt or royal blue cardigan without a hood, either plain or with the John Perry logo
- Plain white or black short or knee length socks (not over the knee) or black or dark grey tights
- Black shoes or trainers, preferably unbranded
- Summer and winter hats can be worn but these do not have to be branded and can be any colour Coats can be any colour but should be practical for the weather and we do not recommend that expensive designer brands are worn for school

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Thank you for your support in this matter.

Yours faithfully,

Mr W. Pedro
Head Teacher

APPENDIX 2 – Standard letter to parents/carers Re. Earrings in Early Years/KS1 or Inappropriate earrings in KS2

Date: ……..…

Dear Parent/Carer,

Child's name: …… Class: ……

We noticed that your child has been wearing inappropriate earrings to school. These are not only felt to be of a high risk in terms of Health & Safety, but also go against our policy on uniform, which states:

"Pupils in Early Years and KS1 (Year 1 and Year 2) should not wear earrings in school. Only children in KS2 (Year 3 to Year 6) are allowed to wear small stud earrings in school

I would be very grateful therefore, if you could make sure that your child does not wear earrings in school (if in Early Years or Key Stage 1) or only wears earrings which are appropriate to school (in Key Stage 2).

Thank you for your support in this matter.

Yours faithfully,

Mr W. Pedro
Head Teacher

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APPENDIX 3 – Standard letter to parents/carers Re. Missing Swimming Kit

John Perry Primary School
Charles Road
Dagenham
Essex
RM10 8UR
Tel: 020 8270 4622
Email: office@johnperry.bardaglea.org.uk
Head Teacher: Mr W Pedro

Name:……..

Class:……

Date:……..

Dear Parent / Carer,

☐ This is the ……. week your child has not brought their swimming kit to school for their P.E. lesson.

☐ They were missing the following items:

Swimming costume or trunks / towel / swimming hat

P.E. is a statutory part of the national curriculum and an important part of your child's education.

Please make sure your child brings in the correct swimming kit each week.

The swimming kit consists of:

- A one-piece swimming costume or swimming trunks without pockets
- A swimming hat
- A towel

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If you have any queries or concerns, please speak to your child's class teacher.

Thank you for your cooperation.

Yours sincerely,

Miss Morris Swimming
Teacher

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