



School uniform policy

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1. Aims

It is the policy of the school that all children will wear our agreed uniform each day. The wearing of school uniform can play a key role in:

- promoting the ethos of our school
- providing a sense of belonging and identity
- setting an appropriate tone for education

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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- › 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 the way that is appropriate for school yet makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons
- › Allow pupils to wear headscarves and other religious or cultural symbols
- › Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests

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 items that have to have a school logo) 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 for example, by only asking that the school jumper features the school logo
- Limiting items with distinctive characteristics, such as ties, to low-cost 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 leveler
- 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

4.1 Our school's uniform

Dark grey or black skirt or trousers (tailored shorts in summer, if required)

White shirt with collar – worn with the school tie

White polo shirt (optional - summer wear only, instead of the shirt and school tie)

Blue and Yellow striped school tie

Blue and white gingham dress (optional - summer wear only)

Royal blue V-neck sweatshirt or cardigan – plain or with the embroidered school logo

Any clothing required for religious purposes should be in Balfour Junior school colours (royal blue, yellow, white, black or grey)

Zip-up Fleece with embroidered logo (optional) – outdoor wear only, not to be worn in class

For P.E. pupils should wear:

Plain white T-shirt

Dark blue or black shorts

Trainers or plain black plimsolls

Plain/unbranded black or dark blue tracksuit or suitable clothing for winter

- The wearing of jewellery is not permitted (with cultural exception) for the reasons of safety. If watches are worn to school, they will have to be removed for PE lessons. We cannot be held responsible for their safe keeping. One small pair of stud earrings is allowed, but we do encourage parents to remove them on days when their child has swimming or PE
- Footwear - Children should have appropriate flat PLAIN BLACK shoes (not boots). For PE they should wear PLAIN BLACK trainers or plimsolls.
- Outdoor wear – Children should have weather-appropriate outdoor wear. Any colour is acceptable. Pupils are encouraged to wear hats during the summer term as there is a lack of shade on the school playground and field.
- School bags – Children should bring a bag/backpack which can be kept on their school peg throughout the day. Any colour is acceptable.
- Pupils in year 5 will have swimming. Swimming trunks or one-piece costumes should be worn. Bikinis and long swimming shorts are not permitted.
- All uniform items should be clearly named with the child's name and class.

4.2 Where to purchase it

All school uniform items are available to purchase from high street stores or supermarket, with the exception of the school tie and items with the embroidered logo, these are available to purchase from School Time in Chatham (instore or online)

<https://schooltime.co.uk/product-category/schools/schools-balfour-junior-school/>

- Good condition Pre-loved items are available to buy at low cost from Friends Of Balfour (School PTA) via the school office and at the monthly coffee mornings.
- Wonderfully Made is a charitable organization who provide free school uniforms to children across Medway when families have financial hardship. [Wonderfully Made | Medway Vineyard](#)

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 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 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 in line with our 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.

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.

At every review, it will be approved by the Local Governing Body

7. Links to other policies

This policy is linked to our:

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