





# Lumen Learning Trust

Learning together for a brighter future

## Riverbridge Primary School School Uniform Policy



**Riverbridge  
Primary School**

<b>DATE APPROVED BY LUMEN LEARNING TRUST</b>	1 <sup>st</sup> September 2024		
<b>REVIEW DATE Biennial</b>	1 <sup>st</sup> September 2026		
<b>SIGNED EXECUTIVE PRINCIPAL</b>	Mary Ellen McCarthy 	<b>DATE</b>	1 <sup>st</sup> September 2024
<b>SIGNED CHAIR OF DIRECTORS</b>	Jo Roberts 	<b>DATE</b>	1 <sup>st</sup> September 2024

## Introduction

The Lumen Learning Trust puts the children's needs at the heart of its provision. Our whole school community is committed to enabling the children to become successful lifelong learners and happy, fulfilled adults who can make positive choices about their future.

## 1. Aims and objectives

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets 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 by providing a complete list of the items needed for School uniform in this policy, in the new starter pack for Reception cohort parents and within the new in-year admissions information pack.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

For the purposes of this policy, "**uniform**" includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy is based on the notion that School uniform:

- Promotes a sense of pride in the School;
- Engenders a sense of community and belonging towards the School;
- Is practical and smart;
- Identifies the children with the School;
- Prevents children from coming to School in fashion clothes that could be distracting in class;
- Makes children feel equal to their peers in terms of appearance;
- Is regarded as suitable wear for School and good value for money by most parents.

## 2. Legal Framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

*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:

- Aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.
- The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:
  - Are transgender or non-binary.
  - Are of a religious or cultural background that has specific dress requirements.
  - Have SEND and/or sensory needs.
- 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 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 School Office, who can answer questions about the policy and respond to any requests.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

#### *Gender*

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the '[School uniform](#)' section of this policy regardless of the legal sex recorded on the school's records.

#### *Religion and belief*

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

#### *Race*

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on [‘Preventing hair discrimination in schools’](#).

#### *SEND and medical conditions*

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings. However we do ask that head coverings and any variations to the uniform as a result of a SEND or medical condition stay within the school colours

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school’s values and principles on equality and inclusion.

### **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. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item’s logo, colour, design, fabric or other unique element.

We will make sure our uniform:

- Is available at a reasonable cost. In so doing the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:
  - Economically disadvantaged parents.
  - Parents with multiple children who are, or will be in the future, pupils at the school.
  - Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
  - Parents of pupils with protected characteristics that may impact their ability to access the uniform.
  - LAC and PLAC
- Provides the best value for money for parents/carers.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary and limiting these items e.g. ties where possible to low-cost or longer-lasting items that are unlikely to be worn out quickly;
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats 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 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;
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.

- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.
- The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

#### **4. Expectations for school uniform**

##### *4.1 Our school's uniform*

Our basic minimum requirement of school branded items, available only from our school uniform supplier are:

- 1 x branded sweatshirt (V-neck, sweatshirt material) *or* 1 x branded cardigan (V-neck, sweatshirt material)
- 1 x branded polo shirt (Nursery)
- 1 x branded tie
- 1 x branded PE t-shirt
- 1 x branded book bag (Nursery to Year 2)

Optional school branded items include:

- Branded sweatshirt (V-neck, sweatshirt material) *or* 1 x branded cardigan (V-neck, sweatshirt material)
- Branded PE t-shirt
- Branded book bag (Nursery to Year 2)
- Branded backpack (Y3-Y6)
- Branded PE bag
- Branded reversible fleece jacket
- Branded summer cap
- Branded woolly hat

Non-branded items that are accepted are:

- Shirt
- Skirt or trousers
- Cardigan or jumper
- PE kit - t-shirt or polo shirt, sweatshirt, shorts and/or tracksuit bottoms
- Socks/tights
- Shoes

##### *Expectations for accessories and cosmetics:*

- A small wrist watch (or one that can count steps) is permitted. Smart watches that can be used to communicate are not permitted;
- Small & discreet stud earrings (these earrings must be removed for PE in compliance with Lumen Learning Trust's Physical Education Policy). No other jewellery is permitted;
- Nail varnish, false nails, make-up and temporary tattoos are not appropriate for school and a pupil will be asked to remove these accessories if seen by a member of staff.

##### *Expectations for hairstyles:*

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements are to be made.

- All children with shoulder-length or longer hair must have it completely tied back; hair should not be worn in a half-up-half-down style;
- Hair bands should be small and plain in the neutral colours of white, black, brown, beige and blue only;
- Extreme hair styles are not permitted in school; this includes patterns cut into hair e.g. tram lines, excessive use of hair products e.g. gel, the use of hair dye in non-natural colours or bleach.
- Short hair should be uniform in length i.e. not shaved in one part and excessively long elsewhere;

- Decorative and large accessories such as bows, headbands and long ribbons are not appropriate for school as they serve no functional purpose, pupils will be asked to remove these if worn;

*Items are only required in specific circumstances or at certain times of the year:*

- Swimming kit – Year 4

The Headteacher may grant exceptions to any of the above, but only where this is required as a matter of sincere religious observance and where this can be substantiated by a letter from the leader of the relevant religious community.

#### *4.2 Our school uniform supplier*

The school's current school uniform supplier is:

- School Uniform Direct, 23 High Street, Staines, TW18 4QY

<https://www.schooluniformdirect.co.uk/>

Information about the accessibility of second-hand uniform, for example:

- Pre-loved uniform is available for sale every Monday at Park Avenue base.
- Our school pastoral team may be able to assist in sourcing uniform for families in need

## **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 where all members of the school staff team will ensure uniform expectations are adhered to;
- 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);
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

### *5.2 Parents and carers*

We ask all parents who send their children to our school to support the school uniform policy. We believe that parents have a duty to send their children to school correctly dressed and ready for their daily schoolwork.

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 as the School does not accept any responsibility for any lost items;
- In good condition.

Parents are expected to contact [office.riverbridge@lumenlearningtrust.co.uk](mailto:office.riverbridge@lumenlearningtrust.co.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 are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

If any parent would like the School to modify the uniform policy, they should make representation, in the first instance, to the Headteacher. The School welcomes children from all backgrounds and faith communities. If there are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from the School uniform, the School will look sympathetically at such requests.

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*

All school staff will closely monitor pupils to make sure they are in correct uniform and will challenge any discrepancies. Pupils will be asked to remove accessories (such as decorative bows or nail varnish) that contravene the uniform policy immediately and should be placed in their school bag for safe keeping.

Families of children breaching the uniform policy will be given the opportunity to comply. If further breaches are experienced the Headteacher will be notified.

Staff will take a mindful and considerate approach to resolving ongoing breaches of our uniform policy. In the first instance any breaches will be dealt with by the class teacher with the input of the school pastoral team in cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy.

### *5.4 Directors*

The Lumen Board of Directors supports the Headteacher in implementing the School uniform policy. It considers all representations from parents regarding the uniform policy and liaises with the Headteacher to ensure that the policy is implemented fairly and with sensitivity.

The Board of Directors 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.

Directors will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, and accessibility of suppliers.

## **6. Adverse weather**

For hot temperatures when declared at the start of the school day by notice from the Headteacher, ties may be removed and the shirt top button undone. A text message will be sent to families confirming this. Pupils will be advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing scarfs, gloves, coats and hats when outside, warm jumpers, trousers, or skirts and thick tights.

## **7. Labelling and lost property**

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property located in the school office. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

## **8. Monitoring arrangements**

This policy will be reviewed biennially by the Headteacher and Board of Directors. At every review, it will be approved by the Chair of Directors and Executive Principal of Lumen Learning Trust.

The Board of Directors monitors and reviews the School uniform policy through:

- Listening to the views of parents, to ensure that they agree with and support the policy;
- Considering, with the Headteacher, any requests from parents for individual children to have special dispensation with regard to School uniform;
- Requiring the Headteacher to report to the governors on the way the School uniform policy is implemented.

## **9. Links to other policies**

This policy is linked to our:

- Behaviour management policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Home School Agreement
- Physical Education policy.