Homer First School and Nursery
Uniform Policy

Aims

This policy aims to:

- Set out our approach to acquiring 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

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 the Headteacher who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 items, that 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
- Considering cheaper alternatives to school-branded items, such as a plain red jumper or cardigan
- 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 years or classes
- Avoiding different uniform requirements for extra-curricular activities
- 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

Expectations for school uniform

Homer First School and Nursery has a policy that all children should wear school uniform; this helps to create a sense of community and identifies everyone as belonging to Homer First School and Nursery.

At Homer, our colours are red and grey:

Winter Uniform **Reception – Year 4**	**Summer Uniform** **Reception – Year 4**
Grey trousers (with grey socks), skirts or pinafores (with white socks/red or grey tights) Red or white polo shirts and red sweatshirts or cardigans. These can be plain, or you can purchase items bearing the school logo Children are expected to wear sensible black shoes (not trainers) Waterproof coat Bookbag (Reading Folder) -Red with school logo or plain red	*Summer uniform may be worn during Autumn term until October half term and again in Summer 1 and Summer 2 term, after Easter break*. Red and white checked or striped dresses with white socks or grey shorts, white polo shirt with grey socks Children are expected to wear sensible black shoes (not trainers) Sunhat/cap Bookbag (Reading Folder) -Red with school logo or plain red.
Winter PE Kit **Reception – Year 4**	**Summer PE Kit** **Reception – Year 4**
Plain tracksuit top & bottoms Plain red jumper (no hoodies or zips) Plain red round neck T-shirt Trainers	Plain Black shorts Plain red jumper (no hoodies or zips) Plain red round neck T-shirt Trainers

Winter Uniform **Nursery**	**Summer Uniform** **Nursery**
Red or white polo shirts and red sweatshirts or cardigans. These can be plain, or you can purchase items bearing the school logo Trousers, tracksuit bottoms, leggings (any colour) Grey pinafore or skirt Bookbag (Reading Folder) -Red with school logo or plain red. Children are expected to wear sensible shoes or trainers	Red or white plain polo shirts. These can be plain, or you can purchase items bearing the school logo Red and white checked or striped dresses Skirts or shorts (any colour) Sunhat/cap Bookbag (Reading Folder) -Red with school logo or plain red. Children are expected to wear sensible shoes or trainers

As all children will be wearing the same items of clothing, parents must ensure that all items are clearly labelled with the child's name.

Rucksacks - whilst we recognise the convenience of using a rucksack to transport items to school, we'd ask that, if possible, these can be avoided due to limited storage in our cloakrooms.

Stud earrings only (must be covered for PE)

- No nail varnish
- No makeup
- No oversized hair accessories – these must be in keeping with the school uniform colours
- No jewellery such as necklaces or bracelets, unless for religious reasons
- No smart watches
- Long hair must be tied back

Where to purchase uniform

Our school uniform provider is PMG Schoolwear. Please place your order with PMG Schoolwear www.pmgschoolwear.co.uk. A size guide is available on their website. If you have any difficulties with on-line ordering, please contact their customer services on 01895 809321. We encourage that all children have at least one set of uniform with our logo to wear for school trips/photos. Additional plain red polo shirts/sweatshirts/cardigans available from any high street chain are also acceptable. While PMG Schoolwear supplier is used for branded items, parents are free to purchase all non-branded uniform items from any retailer. The school periodically reviews uniform costs and benchmarks against local retailers to ensure affordability.

Friends of Homer our parent teacher association (PTA) arrange a second-hand uniform sale throughout the school year and details of this will be shared via email.

Expectations for our school community

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 the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 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/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.

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 the Headteacher.

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. Families experiencing financial hardship will be supported through second-hand provision or direct assistance where possible

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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

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.

Monitoring arrangements

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the Governing Body.

Links to other policies

This policy is linked to our:

- Behaviour policy

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