

# Navigation Primary



Working together, learning together

## SCHOOL UNIFORM POLICY

Approved by:

CURRICULUM  
COMMITTEE

Date: 27th November 2024

Last reviewed on:

September 2022

Next review due by:

Autumn 2025

## **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, disability, gender reassignment, race, religion or belief, sex, and sexual orientation.

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. This should always be tied up.
- 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 that are navy blue, fitting with the school colours, or black.
- Allow for consideration of 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 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
- Limiting any items with distinctive characteristics where possible.
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to school-branded items, for example plain white polo shirts which are cheap and readily available are acceptable instead of ones which have the school logo.

- 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, as school provides sporting kit for competitions
- Considering alternative methods for signaling 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
- 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:**

##### **General:**

- Navy sweatshirt or cardigan with or without the school logo
- Grey school trousers/shorts,
- Grey school skirt (pleated rather than a tight straight one) or pinafore/culottes –skirts must not be rolled up. They must be an appropriate length – school is the abitur of what is an appropriate length
- White polo shirt (must have a collar), with or without the school logo,
- Black shoes
- Grey/black socks or tights
- Blue & white gingham summer dress (summer and autumn 1 terms only).
- Children will need a coat, particularly in winter
- They are also expected to come to school with a school bag for their reading books etc.

##### **PE kit :**

- Black shorts
- Plain white t-shirt
- Pumps for indoor PE
- Trainers for outdoor PE
- Plain black/navy jogging bottoms – grey or labelled are not acceptable
- Plain black/navy sweatshirt or hoody for winter weather (KS1&2 only) – labelled or other colours are not acceptable

- All swimming clothing must be skintight: swimming suit, or skintight short/briefs, bodysuit. Loose shorts are not accepted. All children must wear a swimming cap. These are the rules of the swimming provider and children are not allowed to swim unless they comply with the guidance

### **Jewellery and accessories**

- Students are allowed to wear only one small stud in the lowest part of the lower lobe of each ear. These must be removed or covered with tape for P.E. and swimming.
- A wristwatch may be worn (smart watches must not be worn when taking examinations); no watches are permitted to have cameras or access to the internet.
- Students are not allowed to wear any other jewellery including rings and/or bracelets/necklaces, unless for recognised and required religious reasons.
- Students are not allowed to wear any visible body piercings, other than those mentioned above - this includes nose studs, tongue studs or any facial piercings.
- Unacceptable jewellery will be confiscated

### **Shoes**

- Sensible plain, black shoes should be worn for school - trainers of any kind are not allowed.
- Students who arrive into school wearing trainers or other unsuitable footwear may be given alternative footwear to wear in school, such as spare pumps.
- Please consult the school website for further information. If in doubt contact the school.
- Given the amount of running around and active play during breaktimes that children are likely to in school, we would recommend sturdy lace-up or velcro shoes, not pumps.

### **Socks / Tights**

- Socks should be worn.
- Plain, dark blue, black, grey or white socks should be worn.
- Tights must be plain, dark blue, black, grey - patterned tights are not allowed.
- Students may not wear socks over tights.
- Socks should be ankle or knee length.

### **Makeup**

- Face makeup is not allowed; if make-up is brought into school it will be confiscated and must be collected by a parent
- Nail varnish and/or fake nails are not allowed. Students will be asked to remove these
- Students wearing make-up will be asked to remove it; if this is a recurring issue, parents will be spoken to

- No transfer tattoos

### **Hairstyles**

- In order to stop the spread of head-lice, all hair shoulder length or longer must be tied back.
- We would ask parents and careers to keep hair accessories to a minimum and preferably in the school colours.

### **Outdoor Coats/Jackets/Scarves**

- During the colder periods, students are expected to come with appropriate extra clothing, including but not limited to: outdoor coats, jackets, scarves, gloves and hats
- Outdoor coats / jackets must be waterproof and suitable for school e.g. not denim, leather.
- Hats are allowed for sunny weather.

### **Bags**

- All pupils are expected to bring a bag
- Bags must be large enough to carry books and/or equipment to and from school.
- Any bags with inappropriate logos or language is not acceptable.

### **Non-uniform days**

- On non-uniform days expectations about the following are still the same: hair tied up; sensible shoes/trainers children can run around
- Inappropriate logos or language on clothes are not acceptable.
- Clothing should be age-appropriate e.g. no backless tops, crop tops, very short skirts or shorts. School will be the final arbiter about what is appropriate.

## **4.2 Where to purchase school uniform**

- Uniform is available from the online school uniform shop through our supplier Gooddies – <https://www.gooddies.co.uk/product-category/schools/navigation-primary-school> (also accessible via the website).
- Parents and carers can order and pay online and then the items can be delivered to school for collection or to your home address (charge payable).
- Uniform can also still be purchased from any other retailer who stocks it. School showerproof coats, fleeces and book bags will also be available on the Gooddies site.

## **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 may contact the headteacher 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 may contact the office ([admin@navigationprimary.com](mailto:admin@navigationprimary.com)) 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

In cases where parents are worried about the cost, parents are encouraged to speak to school staff as school may be able to provide some support in the provision of a uniform. 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 by members of the senior leadership team.

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 every 3 years. At every review, it will be approved by the full governors.