



Timothy Hackworth Primary School

‘Respectful and resilient; being the best that we can be.’

School Uniform Policy

CRC Article 29: All children have the right to be the best that they can be.



Date policy approved/adopted	September 2024
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Approved by:	Governing Body
Head teacher signature	<i>L. Boulton</i>
Governor signature	<i>P. Crook</i>

School Uniform Policy

CRC Article 29: All children have the right to be the best that they can be.

Date of Policy: September 2024

Review Date: September 2025

Governors: Curriculum and Standards Committee

This policy should be read in conjunction with our Respectful Relationships Policy, 'Equalities Policy Statement', 'Equalities Objectives Summary', 'Equalities Information and Objectives', the Anti Bullying Policy and the Complaints Policy. All policy and practice in Timothy Hackworth Primary School respects children's dignity.

Our Timothy Hackworth School Vision

May our Rights Respecting School be a happy place for us all to learn; where every one of us is valued and safe in our Timothy Hackworth School Family. May we all be the best that we can be by making a positive difference to each other, our community in Shildon and the wider world in which we all live.

Mission Statement (written by children):

We would like our school, which reflects British Values, to be at the heart of the community, sharing, supporting and learning together with everyone as equals. Our children have the right to high quality learning experiences to help them to be the best that they can be.

We encourage our children to be creative, unique, open-minded and independent individuals, respectful of themselves and of others in our school, our local community and the wider world.

We aim to nurture our children on their journey through life so that they can grow into safe, caring, democratic, responsible and tolerant adults who make a positive difference to British Society and to the world.

Values

Ours is a happy school with high hopes and ambitions for all our children and we welcome working in partnership with parents and carers to ensure that everything is done in the best interests of the children at all times.

All of our staff take their responsibility towards the children seriously and they strive to help each child reach their full potential as global citizens physically, emotionally, socially and academically. We are fully committed to the [CONVENTION ON THE RIGHTS OF THE CHILD \(CRC\)](#).

To us, every child is unique and precious and we endeavour to foster a high level of motivation towards learning and behaviour. We are committed to the basic skills of English and Maths.

At all times, we aim to centre the teaching in an atmosphere of mutual respect and personal respect. A high quality education is [the right of every child](#), and at Timothy Hackworth Primary School, we embrace that responsibility and strive to achieve it for all our pupils.

Equalities Information

This policy should be read in conjunction with our school's 'Equalities Policy Statement', 'Equalities Objectives Summary' and 'Equalities Information and Objectives'.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in respect to age (as appropriate), disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (LGBTQ+).

Aims of the School Uniform Policy

Our School Uniform Policy reflects our Rights Respecting School's ethos of high expectations and being the best that we can be, and is based on the belief that school uniform:

- supports our high expectations of our pupils; to ensure that our pupils are the best that they can be;
- promotes a sense of pride in the school and has a positive impact on behaviour and attitudes in our school;
- promotes being a positive school ambassador within school and beyond it in the wider school community;

- cultivates a feeling of belonging to our Timothy Hackworth school family;
- signals that the children represent our school, which entails greater responsibility in maintaining our respectful image and reputation;
- identifies children with our school when taking part in out of school educational activities and visits;
- is practical and looks smart;
- is inclusive of all children in our school;
- makes children feel equal to others in terms of appearance;
- is not distracting in class;
- is regarded as suitable wear for school and considered by most parents as good value for money;
- is designed with health and safety in mind, to ensure that our pupils have the right to be safe;
- prepares our pupils for the world of work, where uniforms are required for specific jobs later in life.

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, Timothy Hackworth Primary 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 Head Teacher or

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

Non-Compliance

There may be good reasons why a child is not wearing school uniform. In this case, parents and carers should share the reasons with the Head Teacher either in person, by email or by telephone call. The school will always be considerate and discreet in trying to establish why a pupil is not wearing the correct uniform. Pupils will not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform. In line with our Rights Respecting ethos, working in partnership with parents, we encourage discussion with the school at the earliest opportunity if there are any difficulties. Where possible, our school will endeavour to support parents so that children are able to attend school wearing the correct uniform.

There will be occasions when the school decides that school uniform is not appropriate, e.g., when taking part in a physical activity day, or wearing different clothes as a part of a celebration or fundraising event. Parents and carers will be notified in advance of what the revised dress code is on these days.

To ensure the right to be safe for children in school, jewellery, heeled shoes, false nails, make-up, nail varnish, flip-flops, 'Crocs', Smartwatches and Fitness Trackers, will not be permitted whatever the circumstances.

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 branded items, or items that need 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/carers' ability to 'shop around' for a low price.

We will make sure our uniform is available at a reasonable cost and 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;
- 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 ages;
- 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/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.

School Uniform Requirements

- Royal blue sweater/cardigan/sweatshirt;
- Grey or black tailored trousers/skirt/pinafore;
- White shirt or polo shirt;
- Grey, black or white socks or tights;
- Black, flat school shoes (no trainers please);
- Long hair tied back with a simple hair band or hair bobble.

Summer Wear

As above, or:

- Blue gingham dress;
- Grey or black tailored shorts instead of tailored trousers;
- Summer hat.

P.E. Kit

- Black jogging bottoms;
- Plain black shorts;
- Plain white round-necked t-shirt;
- Black plimsolls (for indoor P.E.);
- Trainers (for outdoor P.E.);
- Children may wear their school cardigans or sweaters if the weather is cold

Swimming Kit

- Swimming trunks or a simple one-piece swimming costume;
- Swimming hat.

Early Years

Children in 2 Year Olds, Nursery and Reception will also need a:

- Waterproof jacket with a hood;
- Wellies (to keep at school);

The Following items are **not permitted** in school:

- Jewellery, including earrings (the wearing of a watch is permitted);
- Heeled shoes;
- Flip-flops, including 'Crocs';
- Nail varnish;
- False nails;
- Make-up;
- Hooded tops;
- Large, elaborate hair accessories;
- The wearing of Smartwatches;
- The wearing of Fitness Trackers.

Our uniform has been kept simple to avoid unnecessary expense and can be purchased from local shops or from the following website should uniform with a 'Timothy Hackworth' school logo be preferred: <https://studentuniform.co.uk/thps060/>

All uniform items must be clearly named as this helps if items become either lost or misplaced.

The children will receive positive praise and will be rewarded for wearing their school uniform. If a child comes to school not dressed in school uniform, a member of staff will contact parents and carers to discuss this.

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 able to speak to the Head Teacher, the Deputy Head Teacher, the SENDCO or the Pupils and Families Intervention Support Lead, if they want to request an amendment to the School 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 and carers are also expected to contact the Head Teacher, the Deputy Head Teacher, the SENDCO or the Pupils and Families Intervention Support Lead, if they want to request an amendment to the School Uniform Policy in relation to:

- their child's protected characteristics;
- the cost of the uniform.

Parents and 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 and carers to arrive at a mutually acceptable outcome.

Staff

Staff will closely monitor pupils to make sure that they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Head Teacher or Deputy Head Teacher if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by the Head Teacher or Deputy Head Teacher.

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.

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.

Health and Safety

Jewellery

Children's safety is of the utmost importance to us; it is therefore important that children do not come to school wearing jewellery. Earrings of any kind are therefore, not permitted. Should a child come to school wearing earrings, surgical tape will be provided for children to cover their earrings.

Smartwatches and Fitness Trackers

The power of these devices is constantly improving and many smart devices can send and receive messages, and some can communicate using social media, sometimes without needing a phone. With appropriate adult support at home, a fitness tracker or smart watch may well be safe to use, and if it helps improve the activity levels of children, might be beneficial. In school it is not possible to provide the supervision required to ensure safe use, and the watch is likely to be a distraction from schoolwork. Other schools have reported instances of bullying through the use of wearable technology. We are also aware that some watches can be very expensive and prone to loss or damage.

We have therefore decided that Smart Watches and Fitness Trackers must not be worn to school, for safeguarding reasons.

Monitoring Arrangements

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

At Timothy Hackworth Primary School, staff continue to have high expectations of all children in school, and we believe that wearing the school uniform is part of this.