



Roberts Primary School

Uniform Policy

Date	November 2024
Date for Review	November 2025
Approved by Governors	November 2024
Approved by:	Mr C Watkins (Headteacher) Mrs S Smith (Chair of Governors)

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 sex, race, religion or belief, 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 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 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, 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
- 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

4.1 Our school's uniform

Please note that our uniform is not gender specific and pupils have the freedom to choose the items of uniform they are comfortable with.



Winter Uniform

Red Sweatshirt/Cardigan
Yellow polo shirt
Red fleece (for outdoors wear only)
Light grey trousers
Light grey knee length skirt/pinafore dress
Black shoes/ankle boots with low heel
Plain white, red or grey socks/tights

Summer Uniform

Yellow and white small check gingham dress (no variation)
Red and white small check gingham dress (no variation)
Red Sweatshirt/Cardigan
Red fleece (for outdoors wear only)
Yellow polo shirt
Light grey trousers or shorts
Light grey knee length skirt/pinafore dress
Red Baseball Cap
Black shoes with low heel
Plain white, red or grey socks

PE Kit

Yellow T-shirt
Red shorts
Black plimsolls

Trainers are not allowed for indoor PE

Winter kit: Plain black tracksuit bottoms or jogging trousers (no logos).

Branded Uniform

- ***There is no expectation from school for any uniform to have the Roberts Primary School badge. Uniform must be the correct colour, but it does not need to be branded.***

Jewellery

- Earrings can be worn but must be small studs (no hoops or hanging ear rings. Please note, earrings must be removed for PE/swimming lessons- they can not be taped over or covered)
- A watch can be worn
- Religious jewellery can be worn

Hairstyles

- At Roberts Primary School, we believe that hairstyle is a personal choice and therefore school does not require or place limitations on hairstyles. However, there may be times when pupils are required to tie long hair. This could be for example in PE or DT lessons.

4.2 Where to purchase it

Ward's School and Workwear October House 17 Dudley Street Sedgley West Midlands DY3 1SA	Crested Schoolwear Unit 14 Churchill Shopping Centre Dudley DY2 7BJ
https://myclothing.com/collections/roberts-primary-school-school-27935 This link will take you to the personalized uniform but you are able to buy non personalized uniform (ie without the Roberts logo) from most supermarket chains such as Asda, Sainsburys and Tesco.	

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 are also expected to 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 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 via the school's 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

Governors will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers 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 by the Headteacher/Governors. At every review, it will be approved by the Governors.