



# The Eliot Bank and Gordonbrock Schools Federation



## School Uniform Policy

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## **1. Introduction**

At Eliot Bank School we are extremely proud of our school uniform. We believe that a school uniform is important:

- it looks smart;
- wears well;
- contributes to a sense of belonging and community;
- gives a common purpose;
- makes children feel equal to their peers in terms of appearance;
- fosters a feeling of pride; and
- is designed with health and safety in mind.

We ask that all children wear the uniform and encourage them to maintain a good standard of clean and tidy dress in school.

## **2. 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 / carers;
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010; and
- Clarify our expectations for school uniform.

## **3. 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 Head of School, who can answer questions about the policy and respond to any requests.

#### 4. 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; 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.
- 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.
- 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.

#### 5. Expectations For School Uniform

##### 5.1 Our School's Uniform

Children at Eliot Bank must wear our school uniform. Our uniform consists of:

- Eliot Bank Sweatshirt or Cardigan (blue, with school logo)
- Plain White polo shirt or Eliot Bank Polo Shirt (white, with school logo)
- Grey Skirt / Pinafore, or Grey 'school' Trousers or Grey Shorts or Blue and White Gingham Dress
- Summer dress – blue and white gingham
- Sensible shoes / trainers
- Socks / Grey or White Tights (no leggings)
- Book bag or Rucksack (Eliot Bank logo optional)
- PE bag (Eliot Bank logo optional)
- Own choice of Coats / Jackets etc. suited to the season

## 5.2 PE Kit

Children in Reception and Years 1-6 require a kit which they can change into for PE<sup>1</sup>.

### Autumn Term

Indoor PE	Outdoor PE
<ul style="list-style-type: none"> <li>plain white, round neck short-sleeved t-shirt</li> <li>plain black/navy shorts.</li> </ul>	<ul style="list-style-type: none"> <li>plain white, round neck short-sleeved t-shirt</li> <li>plain black/navy tracksuit bottoms or joggers school sweatshirt (if it is cold)</li> <li>Velcro fastening trainers.</li> </ul>

### Spring & Summer Terms

Indoor PE	Outdoor PE
<ul style="list-style-type: none"> <li>plain white, round neck short-sleeved t-shirt</li> <li>plain black/navy shorts</li> </ul>	<ul style="list-style-type: none"> <li>plain white, round neck short-sleeved t-shirt</li> <li>plain black/navy shorts</li> <li>Velcro fastening trainers.</li> </ul>

### Swimming

#### for children in Year 4 only

- one-piece swimming costume (no bikinis)
- swimming shorts (shorts must be above the knee)
- goggles
- swimming hat
- towel

## 5.3 Jewellery

Children with pierced ears are permitted to wear studs or small sleepers, no other jewellery should be worn. If children wish to wear a watch they are permitted to wear a small wrist watch. Smart watches are not permitted.

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<sup>1</sup> Due to the COVID-19 pandemic and resulting advice from the Department for Education children should come to school, wearing their PE kit on their classes designated PE days.

## **6. Purchasing School Uniform**

### **6.1 New Items**

Gordonbrock branded items can be purchased from the school via ParentPay. All non-branded items can be purchased from any other retailer. For pricelist of items sold by the school please visit the Gordonbrock School website <http://www.gordonbrock.lewisham.sch.uk/school-uniform/>

To order school uniform log into your ParentPay account, add the required uniform items to your basket and complete the payment process. Once the school office has received notification of payment from Parentpay your uniform order will be processed in one of two ways:

- For current pupils - your items will be sent home via your child's book bag.
- For new pupils the school office will call you once your order is ready to collect and advise you on a suitable time for collection.

#### **6.1.2 Returns & Exchanges**

You are able to return purchased uniform as long as it has not been worn or washed and is not stained / marked or have any pet hair on it. A refund for the returned items will be made to your ParentPay account.

We are unable to offer exchanges. If you find you require a different size you will need to return the original item and place a new order for the new item.

### **6.2 Second-Hand Uniform**

The school will hold periodic (once per half term) second-hand uniform sales. The date of any second-hand uniform sale will be clearly advertised to all parents / carers via a letter emailed to parents / carers, the school newsletter and on the school website / twitter account.

## **7. Expectations For Our School Community**

### **7.1 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; and
- at out-of-school events or on trips that are organised by the school, or where they are representing the school (if required).

## 7.2 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; and
- In good condition.

Parents are also expected to contact Head of School if they want to request an amendment to the uniform policy in relation to:

- their child's protected characteristics; and / or
- 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. The school will work closely with parents to arrive at a mutually acceptable outcome. Disputes about the cost of the school uniform will be dealt with in accordance with our school's complaints policy

## 7.3 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 Head of School if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with our behavior policy. .

## 7.5 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;
- Considers the views of parents and pupils; and
- 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.

## 8. Expectations For Our School Community

This policy will be reviewed every 2 years by The Executive Headteacher and the Senior Leadership Team. At every review, it will be approved by the full governing body.