



Montpelier Primary School

School Uniform Policy

Montpelier Primary School

**Approved by: Full
Governing Body**

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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 admin@montpelier.ealing.sch.uk, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our school aim's to ensure 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 our school logo 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
- › Helps to retain the school's distinctive identity

We will do this by:

- › Carefully considering whether any items with distinctive characteristics are necessary
- › Limiting any items with distinctive characteristics wherever possible
- › 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 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 (Please see Key Information on the website)
- › 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

Items that are required to have a school logo (can only be purchased from Juniper)

- Purple sweatshirt or purple cardigan (Children only need one or the other)
- Purple PE t-shirt
- Purple polo shirt (a non-logo white polo shirt may be worn instead)
- Montpelier tracksuit top for PE Y1 to Y6
- Montpelier black PE sweatshirt (this will be phased out in 2022 –2023)
- Montpelier book bag (Reception, Year 1 and Year 2)

Items that may or may not have a school logo

- White polo shirt
- Montpelier black or plain black PE jogging bottoms (no stripes or branded logos)
- Purple Fleece for outer wear – this must not be worn in place of a cardigan/sweatshirt as children become too warm in the building.

Items with no logo

- White polo shirt or white shirt or blouse
- Grey trousers or shorts
- Grey pinafore dress or skirt or shorts

Purple gingham dress

- White/grey/purple socks

Grey/purple tights

- Black PE shorts
- Plain Black tracksuit bottoms or black base leggings (no stripes or logos)

Plain black base layer can be worn under PE T-Shirt in cold weather

Optional extras with logos

Montpelier reversible rain jacket

Montpelier baseball hat

Montpelier knitted hat

Rucksack

Expectations for PE and swimming kit

- PE clothes - All pupils must wear PE kit to school on their PE day
- For swimming lessons, pupils must wear swimming trunks, swimming shorts, swimming costumes or knee and elbow length suits. All pupils must wear swimming hats and may wear swimming goggles.

Expectations for jewellery and hairstyles

- For reasons of health and safety, jewellery must not be worn in school except for known religious reasons. If you require your child to wear religious jewellery please inform the school in writing. Stud earrings are allowed but parents will be asked to remove other earrings. The wearing of jewellery is dangerous as it can cause unnecessary injuries and should be removed for PE.

Watches (no smart watches) are worn at the owner's own risk but must also be removed for PE

Makeup, visible tattoos and nail polish are not allowed to be worn in school

Any pupil's hair that is longer than the back of the neck should be tied back away from the face and eyes throughout the school day. Headbands alone are insufficient.

For ease of identification, and for purposes of safeguarding, faces should not be covered or obstructed

- Any religious head covering should be purple, white or black.

Expectations for shoes, bags and coats

- Other than for PE, children should wear black shoes (no trainers or boots). In the nursery, children may wear trainers. Children should not wear shoes with flashing lights and parents should not send children in lace-up shoes until they can tie them independently. Open-toed sandals should be avoided for safety reasons.
- Trainers – for outdoor PE (Y1 to Y6)
Black plimsolls with elastic or Velcro – for indoor use (Reception)
- Boots above the ankle should not be worn other than on days of snowfall or extreme icy weather.
- It is recommended that children bring a lightweight rain mac /pack a mac daily in the event of unexpected rain and a suitable hat in hot weather

4.2 Where to purchase it

At Montpelier Primary School all children are required to wear school uniform. Branded items have the school logo and are only available from Juniper, 154 -156 The Broadway West Ealing.

<https://www.juniperuniform.com>

All other items may be purchased from Juniper or from other suppliers.

Information about second-hand uniform

- Unnamed and unclaimed lost property is transferred for secondhand purchase (at minimal cost) and is available on request or by confidential email to the school
- The Parent Teacher and Friends Association (PTFA) will arrange a second-hand uniform sale on a regular basis

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 their class teacher 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 admin@montpelier.ealing.sch.uk 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 objections relating to the school uniform in a timely and reasonable manner. If after discussion and dialogue with the school, a mutually acceptable resolution cannot be reached, please refer to the school's complaint procedure.

5.3 Staff

Staff will monitor pupils to make sure they are in correct uniform. Parents will be contacted if their child is not following the uniform policy. Pupils and families breaching the uniform policy will be given the opportunity to comply, but will follow up with senior staff if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with through 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

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.

6. Monitoring arrangements

This policy will be reviewed every 3 years (or earlier in exceptional circumstances) and ratified by the governing board.

7. Links to other policies

This policy is linked to our:

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