

School Uniform Policy



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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 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 Mr P Taylor who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 (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.
- 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 for example, by only asking that the blazer or the jumper is worn, and not both.

- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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 leveller.
- 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/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.

4. Expectations for school uniform

4.1 Our school's uniform

Secondary Phase

- Footwear should be a black, formal, flat shoe. Black sports trainers, pumps, canvas shoes and boots are not permitted.
- Black trousers should be smart, formal and full length. Jeans-style and tight, skinny fitting, trousers or cropped trousers are not permitted. Hipster style trousers are also not appropriate.
- Litcham School jumpers, or blazers must be worn at all times except where classroom teacher permission is given or summer uniform is in operation. Jumpers should not be tucked into skirts or trousers.
- Litcham logo knee length skirts to be worn by all year groups (available from Birds of Dereham). If students choose to wear a skirt, they must also wear black tights, except when summer uniform is in operation.
- Shorts, plain black, smart tailored – not cargo or branded may be worn during the summer uniform period. (Litcham logo shorts available from Birds of Dereham)
- Shirts should be long enough to tuck into trousers. Short, fitted blouses are not permitted.
- Belts should be narrow with a small buckle.
- Socks or tights should be black and plain, not patterned.
- Make-up is not permitted.
- False eyelashes are not to be worn.
- Jewellery – One small, plain stud per earlobe and a watch are allowed. No other jewellery is permitted.
- Hair should be one natural colour and not, in the Head of Year's judgement, of an extreme style.
- Only clear nail varnish can be worn (no nail extensions or false nails or wearing of coloured polishes).
- Hoodies are not permitted in school.
- Outside garments (coats etc) are not to be worn in the school building.
- Failure to comply with the school's dress regulations will result in internal / social exclusion, or an external exclusion, until the problem is rectified.

Primary Phase

- Black trousers should be smart, formal and full length. No leggings. Black formal shorts may be worn during the summer term.
- Black skirts should be formal, plain and at least knee length. Vertical pleats are permitted but not horizontal pleats/frills. Hipster-style and jersey-style skirts are not permitted.
- Blue/white check dresses may be worn during the summer term and first half of Autumn term. • White shirt/blouse/polo shirt.
- Navy blue sweatshirt/cardigan with school logo.
- Footwear should be black shoes that are safe, sensible and of a type that will not mark floors. No boots are permitted.
- Outside garments should be warm and weather-proof and should not carry large logos, branding or other images.
- Make-up of any sort is not permitted.
- Jewellery: one small stud per ear lobe and a watch are permitted.
- Hair should be one natural colour and not of an extreme style. No large hair decorations such as flowers, bows or animal ears.
- Socks should be white or black and plain. Tights may be worn and should be plain black.
- Children are encouraged to wear peaked or legionnaire style sun hats during the periods of bright sunshine.

4.2 Where to purchase it

All uniform is available exclusively from Birds of Dereham:

Birds (Argent Clothing Ltd)

Unit D, 13 Yaxham Road

Dereham, NR19 1HB.

We have a range of pre loved uniform available. Please contact our parent support advisor for more details - Jo Viner jviner@litchamschool.org.uk

We also welcome donations of good quality pre loved uniform, any donations can be handed in to our main reception.

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 Mr P Taylor (ptaylor@litchamschool.org.uk) 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/carers are also expected to contact Mr P Taylor (ptaylor@litchamschool.org.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/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/carers 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 loss of social time or after-school detentions.

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/carers 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 Mr P Taylor (Assistant Head). At every review, it will be approved by the full 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