

School Uniform Policy

Nightingale Primary School



**NIGHTINGALE
SCHOOL**

Approved by: Headteacher

Signed:

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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 our 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. For example, only the school jumper is required to have the Nightingale logo.
- › 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 having a school set of sports 'Bibs' for competitions.
- › 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

Clothing

The Nightingale School Uniform consists of several generic items that can be bought from any school uniform supplier. These are:

- A white polo shirt
- Standard school uniform grey trousers, shorts, skirts, tights and dresses chosen in a style that best suits the child's preferences and needs. Children can also choose to wear light grey jogging bottoms in EYFS and KS1. In KS2 permission to continue wearing jogging bottoms is at the discretion of the school where a child has an identified additional need that would be best supported by this decision.
- In the summer, children may also choose to wear blue and white gingham dresses/shorts as provided by most generic school uniform suppliers.

The Nightingale School Uniform has one mandatory branded item. This is the school uniform jumper/cardigan which must display the Nightingale logo. To reduce cost for parents, this item is available second hand from the school at regular school uniform sales. The school will also provide the jumper/cardigan at reduced cost to any child eligible for the Pupil Premium.

Shoes

Children's footwear must be comfortable and safe for school. Children can choose to wear plain black school shoes or plain black trainers without obvious branding.

Bags

When children join the school in Early Years or KS1 they are provided with a Nightingale branded Book Bag. This is to facilitate them looking after the books that they carry to and from school. Additional bags needed for other equipment (lunchboxes, forest school equipment etc) are at the discretion of parents but should be something that the child can carry independently. At KS2 children can choose to buy a branded rucksack from our school uniform supplier (Trutex) or can bring a bag of their choice. Again, they must be able to carry this independently.

Coats

Children are welcome to wear any coat. There is no requirement on colour or style but should be suitable for the weather and any planned activities such as Forest School.

Forest School Outerwear

Children in EYFS and Key Stage 1 will need outerwear suitable for activities on Forest School days. This may include wellies, waterproof trousers and a waterproof coat, warm gloves, scarves and hats for sunshine and cold depending on the weather. Parents are encouraged to provide these items so that children can easily recognise their own equipment. However, the school does hold stock of all items and no child will be excluded from activities if they do not have the appropriate clothing. These items are therefore not a mandatory purchase.

PE Uniform

Our school has an extensive sports curriculum including wall climbing. The safety and comfort of children during PE lessons relies on them having the appropriate clothing and footwear. Children also wear their 'PE Uniform' on their allocated PE day and therefore it must be comfortable for general classroom wear too. Nightingale is moving away from a branded PE uniform to enable parents to buy the PE Uniform from any supplier. During the transition period children may choose from any of the following items of PE Uniform:

- Nightingale Gold/Blue PE Uniform Shorts and T-Shirt available from our school uniform supplier – Trutex.
- Plain navy blue jogging bottoms, leggings or shorts.
- Plain white t-shirt or polo shirt without any logo, branding or printed image

On PE days children should wear their Nightingale logo jumper over the top of their chosen PE kit (with the exception of days in the summer when it may be too warm).

Jewellery

Any jewellery worn must be safe for all activities including playtimes where earrings or necklaces could become caught on equipment or in play with other children. Due to this, children may only wear small stud earrings and a watch (smart watches with game/video/messaging functionality are not allowed). Requests for children to wear other items of jewellery for religious or cultural reasons should be made to the Headteacher who will work with the child and family to ensure that all safety considerations have been understood and mitigated.

Hairstyles

Nightingale encourages children to wear their hair in their preferred style and does not specify what this should be. Hair dye is not allowed as the age restrictions on most hair dye would not allow it to be used for primary aged children.

During some activities hair may need to be tied back for safety purposes and during some activities (climbing and cycling club for example) helmets may be worn to increase safety. If a child is unable to wear a helmet due to their hairstyle, the school will work with their parents/carers to explain the safety considerations and put in other mitigations for the risks involved. Parents may be asked to sign an amended risk assessment in these cases to show that they understand any potential additional risk.

Swimwear

Children in KS2 will attend swimming lessons and parents/carers will need to provide appropriate swimwear, goggles, a swimming hat and a towel. None of these items are branded. Children may wear swimwear that offers more coverage of their body as long as it is specifically designed for swimming. The swimming teachers will advise in any case where a child's swimwear does not appear appropriate from swimming or could compromise their safety in the pool. The school will work to resolve such issues in conversation with parents/carers.

4.2 Where to purchase it

All uniform items can be purchased from the Trutex shop located on Broadway Market in Hackney. They also have an online shopping facility here: <https://www.trutexhackney.com/>

The school Parents and Friends Association also holds regular second hand school uniform sales on the Key Stage One playground. These are advertised in the school e-newsletter.

Parents can also make requests at the office for second-hand uniform who will respond to requests within 48 hours.

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 can speak in confidence to 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 on 0208 985 4259 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 by the headteacher. Wherever possible the school will try to resolve uniform issues through conversation with parents/carers and where appropriate, the provision of free uniform from the school's supplies of second hand stock.

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, 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 every three years by a small representative sub-group of governors including the staff governor, the equalities governor, the SEND link governor and at least one parent governor. At every review, it will be approved by the headteacher.

7. Links to other policies

This policy is linked to our:

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