



School Uniform Policy

Date ratified	June 2022
Committee Responsible for Policy	CFC and Full Governing Body
Date to be updated	June 2023
Headteacher Signature	
Chair of Governors/ Committee Signature	

Growing Together as Children of God

At Holy Trinity we aim to ensure that we all are ‘**Growing Together as Children of God**’.

- We want our pupils to **grow** in confidence, independence, resilience and knowledge, so that all achieve their full potential and develop a life-long love of learning.
- We work **together** with families, community and church to model positive relationships, supporting each other, and acknowledging that we are stronger when we work together.
- We are growing together as **children of God**, strengthening our faith, secure in the knowledge we are unique, loved and cherished.

Biblical Basis

James 2 v 8-9

If you really keep the royal law found in Scripture, ‘Love your neighbour as yourself,’ you are doing right. But if you show favouritism, you sin....

Romans 12 v10

Be devoted to one another in love. Honour one another above yourselves.

I. Aims

Holy Trinity C of E Primary is an inclusive school guided by the Christian ethos that is expressed in the school’s aims. These aims promote inclusive education in its widest sense in all areas of school life.

Our policy on school uniform is based on the belief that school uniform:

- supports our commitment to inclusion, enabling all of our children, regardless of their families’ financial circumstances, to feel that they are equal with all other children in the school
- prevents children from wearing ‘fashion clothes’ that could be distracting in class
- promotes a sense of pride in our school
- helps to create a sense of community and belonging towards the school
- identifies the children with the school
- is practical, smart and designed with health and safety in mind
- is considered good value for money by most parents and carers

This policy aims to:

- Document our expectations for school uniform
- 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

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 gender, 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 (headteacher@holytrinity.merton.sch.uk), who can answer questions about the policy and respond to any requests
- Allow for adaptations to our policy to support the needs of specific children with Special Educational Needs and Disabilities, in agreement with our Headteacher (headteacher@holytrinity.merton.sch.uk)

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 the selection of items which make up our school uniform, especially those with school branding
- Carefully selecting suppliers of school branded uniform, getting the best possible balance between cost and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller (our school fleece is the only optional branded item we stock)
- Placing children from the same family in the same house so that PE T-shirts can be handed down
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed future significant changes to the uniform policy and carefully considering any complaints about the policy

We will never communicate the way in which parents and carers can purchase branded school uniform from the school through ParentMail without also communicating the following at the same time:

- Good quality second-hand school uniform is available through our Parent Teacher Association ("HOTS")
- The school will be pleased to provide financial assistance to any family needing help to buy school uniform (whether branded or otherwise)

The school will use Pupil Premium funding to provide free uniform to families who are eligible for Free School Meals, where those families request this. The school will use Hardship Funds to provide free school uniform to other families who request support. If these approaches become unsustainable over time, our list of required uniform items will be reviewed and this policy will be re-written.

4. Expectations for school uniform

The correct school uniform must be worn by all children and each item should be clearly labelled with the child's first name and surname (not initials, or first/ surname only).

New branded items are only available from the school through ParentMail and second-hand branded items (and other items) are available. Other items may be purchased from a wide range of shops e.g. supermarkets and department stores.

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A selection of good quality pre-loved school uniform may be purchased through HOTS: <https://www.pta-events.co.uk/hots>. We will be pleased to provide free school uniform/ financial assistance to families who need this, as outlined above. Parents/ carers should contact the Headteacher (headteacher@holytrinity.merton.sch.uk), Deputy Headteacher (Abi Hann) or School Business Manager (SBM@holytrinity.merton.sch.uk) if they wish to request financial help, or could approach another member of school staff in the first instance if they would feel more comfortable.

The required items are shown below.

Nursery

Branded Items:

- Green Holy Trinity Book Bag
- Green Holy Trinity Sweatshirt

Other items:

- Plain joggers or leggings
- Sensible shoes e.g. trainers

Reception and Key Stage 1

Branded Items:

- Green Holy Trinity Book Bag
- Green Holy Trinity Sweatshirt
- Green or White Holy Trinity Polo Shirt
- Holy Trinity PE T-Shirt (in house colour)
- Holy Trinity PE Joggers
- Holy Trinity PE Sweatshirt

Other Items:

- Grey Trousers/ Skirt
- Grey Shorts/ Green and White Checked/ Striped Summer Dress
- White or Grey Socks/ White, Grey or Bottle Green Tights
- Black PE Shorts
- Sensible Black Shoes (not boots or trainers)
- Trainers (any colour) or Black PE Plimsolls
- Coat

Key Stage 2

Branded Items:

- Green Holy Trinity Rucksack
- Green Holy Trinity Jumper or Cardigan
- Holy Trinity Tie
- Holy Trinity PE T-Shirt (in house colour)

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- Holy Trinity Tracksuit Top
- Holy Trinity Tracksuit Trousers

Other Items

- Grey Trousers/ Skirt
- White Shirt (short or long sleeved)
- Grey Shorts/ Green and White Checked/ Striped Summer Dress
- White or Grey Socks/ White, Grey or Bottle Green Tights
- Black PE Shorts
- Sensible Black Shoes (not boots or trainers)
- Trainers (any colour) or Black PE Plimsolls
- Coat

Optional Additional Items (All Age Groups)

- Green Holy Trinity Reversible Fleece

Hairstyles must be suitable for school and long hair should be tied back.

Jewellery, other than a watch or simple stud earrings (one per ear), is not permitted.

4. Expectations for our school community

Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Parents and carers

Parents and carers are expected to make sure their child has the correct uniform (including PE uniform), and that every item is:

- Clean
- In good condition
- Clearly labelled with the child's first name and surname (not initials or first/ surname only)

Parents and carers are also expected to contact our Headteacher (Headteacher@holytrinity.merton.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 and carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner, using the school's normal complaints procedure (policy is on school website or available from the school office info@holytrinity.merton.sch.uk).

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.

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, or other members of the Senior Leadership Team in her absence.

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 and will offer to provide the missing items free of charge, as outlined above.

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. Our contracts were last reviewed in the summer of 2021.

6. Monitoring arrangements

This policy will be reviewed annually by the Children and Families Committee. The Full Governing Body will be consulted if significant changes are proposed.

7. Links to other policies

This policy is linked to our:

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