



The Redeemer
Church of England Primary School

Uniform Policy

Date: 2024 - 2025

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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.

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;
- 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;
- 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 a member of the Senior Leadership Team 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 and in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

We will make sure our items of uniform:

- are available at a reasonable cost;
- with characteristics such as the school logo can be purchased from local uniform providers;
- are easily available at very competitive prices and at local shops, including supermarkets;

- › provide 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. This includes the purple school jumper/cardigan and yellow school polo shirt at The Redeemer CEP that displays The Redeemer Cross;
- › avoiding different uniform requirements for different year groups;
- › making sure that arrangements are in place for parents/carers to acquire second-hand uniform items through our 'Pre Loved Uniform Scheme,' which is available in school or through our Facebook page;
- › avoiding frequent changes to uniform specifications and minimising the financial impact of any changes on parents/carers;
- › 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

At The Redeemer CEP we take great pride in wearing our school uniform.

Our uniform is an important and valued feature of the school's traditions and ethos, and contributes to the high standards set by the school. It is expected that all children wear full school uniform all of the time.

The Redeemer CEP School uniform is a combination of purple, yellow and grey.

Items with the distinguished Redeemer Cross can be purchased from local school uniform provider Grays School Wear Shop, Blackburn*.

School Uniform

- › Black shoes with flat/low heel **(no trainers/crocs/sliders/sandals)**
- › White, black or grey socks or black/grey tights
- › Purple sweatshirt/cardigan with the Redeemer Cross logo* **(which all pupils should wear)**
- › Short or long grey trousers
- › Grey pinafore or skirt
- › Yellow or purple summer dress
- › Yellow polo shirt
- › Grey/black headscarves with no sequins/decorations

PE Uniform (can be worn on PE Day/Sports Day or if attending sports extra-curricular club)

- › Trainers/pumps
- › Sports shorts (black/grey)
- › Purple or white t-shirt *(optional branded purple t-shirt is available from Grays Schoolwear)*
- › Black leggings or jogging bottoms *(optional branded bottoms is available from Grays Schoolwear)*
- › Black quarter zip or jumper *(optional branded quarter zip is available from Grays Schoolwear)*

No hoodies are permitted.

Jewellery, Hair, Makeup & Accessories

Children must be smartly dressed in their full uniform or PE kit at all times. The following are not permitted as part of our uniform at The Redeemer CE Primary School:

- Jewellery (with the exception of a wrist watch; smart watches with cameras/GPS are not permitted)
- Looped or dangling earrings (earring studs are permitted, but these are not permitted on PE Days, Sports Days or if the pupil is attending an extra-curricular sports club)
- Nail varnish, false nails or make up
- Extreme hairstyles/hair colours
- Hair bands, ribbons, bows, scrunchies should cause minimal distraction to those wearing them and to those around
- Pupils are not permitted to wear badges on their uniform that have not been allocated by school e.g. School Council, Redeemer Citizens. The only exception to this rule is birthday badges.
- Pupils are not permitted to wear items of clothing, badges or accessories with political, offensive or conflict related slogans.

4.2 Where to purchase it

- Grays Schoolwear, 68 Northgate, Blackburn, BB2 1AA, 01254 51425, www.graysschoolwear.co.uk
- Whittakers Schoolwear, Waterloo Pavilions, 20-26 Church Street, BB1 5AL, Blackburn, 01254 676047, www.whittakersschoolwear.co.uk

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 a member of the Senior Leadership Team if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Parents/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 a member of the Senior Leadership Team 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.

In the event that a child is not following school policy in relation to uniform expectations, parents will be notified. Children will be requested to remove the item of clothing where possible and parents will be politely asked to bring the child alternative clothing. In the unlikely event that parents/children refuse to follow the expectations outlined in this policy, parents will be asked to collect their child from school. 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.

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.