



Thurston CE Primary Academy

School Uniform Policy

Approved by: Governing Body

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Statement of Intent

At Thurston CE Primary Academy we are committed to providing a caring, friendly and safe environment for all of our students so they embrace a love of learning, achieve their personal best and build their emotional, social, and physical well-being in a fully inclusive environment. Thurston CE Primary understands the importance of having a school uniform as it plays a key role in promoting pride, self-confidence, and a feeling of belonging within the school community. These factors contribute to pupil's wellbeing, removing the additional pressures of deciding what to wear and added stress of meeting the expectations of their peers. Uniform removes the points of difference between pupils, thus unifying the school community and providing a greater focus on academic work.

With climate change, sustainability and fast fashion taking centre stage in the media, it is important that Thurston CE Primary Academy consider long lasting clothing options. The removal of school specific uniform would likely lead to an increase in parents purchasing poorer quality garments which will need to be replaced more frequently. Good quality school uniform is designed to stand the test of time – as well as the daily trials of playground activities – and therefore provide better value for money.

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 the Headteacher, who can answer questions about the policy and respond to any requests

You will never have this day again so, with the guidance of God, make it count!



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
- 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 signalling 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
- 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.

Those parents requiring financial support in the purchasing of school uniform will be supported by the school.

4. Expectations for school uniform

4.1 Our school's uniform

- Grey sweatshirt
- Grey Cardigan
- Royal Blue Polo top
- Black trousers
- Black shorts
- Black skirt
- Black pinafore
- Black tights or socks
- Plain Black shoes (not trainers)
- Blue/white chequer summer dresses with white or black socks/tights
- Those who choose to wear earrings – single stud (no hoops)
- Long hair should be tied back
- Hairstyles should be appropriate for a school setting and not attract any extra attention to an individual

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PE Kit

- Branded KS1 T-shirt
- Branded KS2 T-shirt
- Black shorts
- Plain black tracksuit (no large logos)

- Suitable trainers (any colour)
- Long hair to be tied back
- Earrings to be removed, if this is not possible then pupils will be expected to cover each earring with surgical tape supplied by parents

There are no specific expectations for coats and bags brought to school other than they have no offensive wording or images. If offensive wording or images are on any items of clothing or equipment, parents/carers will be informed and the expectation is that they are not brought to school again.

4.2 Where to purchase it

Branded school uniform can be purchased through Aubyn Davies (school website link).

Uniform on offer:

- Royal Polo top
- Grey sweatshirt
- Grey Cardigan
- Coat
- KS1 PE T-shirt (required)
- KS2 PE T-shirt (required)
- Reflective Document Bag
- Reflective Rucksack
- Reflective kit bag

All of the items above are branded with the school logo.

Second hand school uniform can be purchased through 'Friends of Thurston' depending on availability.

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 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

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Parents are also expected to contact the Headteacher 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 a member of the Senior Leadership Team.

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
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils