Ickleford Primary School

Shared Values · Shared Aspirations · Shared Achievements

A Church of England School

School Uniform Policy

Date of Approval: Summer 2024

Update (May 2026):

This policy has been updated to reflect current DfE guidance on branded items, introduce our free uniform cabinet for families and allow red or white polo shirts to be worn year-round**.**

Date of next full review: Summer 2028

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

IPS school's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on 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 allow all pupils to wear the uniform they feel most comfortable in
- 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 or gender
- 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 the headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

Limiting the Cost of School Uniforms

Our school must 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 uniforms.

In line with Department for Education (DfE) guidance, the school keeps branded items to a minimum. While a range of optional items with the school logo are available, only two items are mandatory:

- Reception and Key Stage 1 book bag
- Red PE top (from the approved supplier)

All other items can be purchased from a retailer of choice, ensuring flexibility and value for money for families.

Consideration of Socio-Economic Status

Recognising the diverse socio-economic backgrounds of our school community is essential to ensure that our school uniform is affordable for all families. We are committed to keeping the costs low while maintaining a standard that fosters a sense of belonging and pride among pupils. To achieve this, we will:

- Offer high-quality, durable, and reasonably priced branded uniform items from an approved supplier.
- Offer the option of purchasing similar styled items from alternative providers e.g. high street store and supermarkets.
- Provide access to free pre-loved uniform through donations from our school community.

We provide a uniform display cabinet located in the reception area (under the school office window). This is available for all families to access and includes a range of items and sizes such as school shoes, book bags, sweatshirts, PE kit, polo shirts and trousers.

Families are encouraged to help themselves - no questions asked. This forms part of our commitment to supporting all families and ensuring every pupil has access to appropriate uniform.

Pupil Demographics

Our school serves a diverse pupil body, including many from low-income families. To support all pupils equitably, our uniform policy will reflect this diversity by:

- Ensuring uniform items are readily available in a range of sizes to accommodate all pupils comfortably.
- Access financial subsidies for families in need, ensuring that no pupil is excluded due to financial constraints.
- Offering options that are practical and suited to the daily activities and cultural preferences of our pupils.

Comparison with Neighbouring Schools

In our assessment of neighbouring schools, we find that their uniform policies balance affordability with uniformity. Learning from their best practices, we aim to:

- Adopt a similar approach by standardising key uniform elements while allowing some flexibility to reduce costs.
- Ensure that our uniform requirements are neither more nor less expensive than those of neighbouring settings, to maintain a level playing field within the local education community.

Views of Our School Community

Feedback from parents, pupils, and staff has been integral to shaping our uniform policy. We value the input of our school community and have taken the following steps in response to their concerns:

- Holding consultations to gather opinions on uniform preferences and pricing.
- Ensuring transparency in our decision-making process regarding uniform choices and suppliers.
- Engage with parent representatives to regularly review and address uniform-related issues, ensuring the policy remains fair and affordable.

In conclusion, our school is dedicated to implementing a uniform policy that is considerate of the financial realities faced by our families, aligns with practices of neighbouring schools, and reflects the collective views of our community. Through these measures, we aim to foster an inclusive and supportive environment for all pupils.

Expectations for School Uniforms

IPS Winter Uniform: October Half-Term - Easter Break

Red school round-neck sweatshirt or cardigan

White blouse, shirt or red or white polo shirt

Grey pinafore, skirt or tailored, straight trousers - no leggings, jogging bottoms or jeans

White, grey or black socks

White, grey or red tights

Black sensible outdoor school shoes, that children can fasten themselves.

Optional IPS Summer Uniform: Summer Term - October Half-Term Break

Grey-tailored shorts or skorts

White short-sleeved blouse or shirt

White or red polo shirt

Red and white summer checked gingham dress

IPS PE Kit

Trainers - to be kept in school for playtime and PE, that children can fasten themselves

Black plain unbranded jersey jogging bottoms

Black round neck sweatshirt (no hoddies for health and safety reasons)

Black shorts

Red PE Top (mandatory branded item – available from Beats, see link below)

Drawstring bag

Year 4 & 5: full swimming costumes or swimming trunks, swim cap, goggles and a towel (as specified by Hitchin Swimming Centre) No bikinis, tankinis or board-shorts permitted.

IPS Accessories

Clear plastic sports cap water bottle

Reception and KS1 reading book bag (mandatory branded item – available from Beats, see link below)

KS2 small rucksack

IPS Optional Accessories

Red summer cap

Red winter fleece hat

Where to Purchase it

Our recommended retailer for items with the school logo is Beat School Uniform, Hermitage Road, Hitchin: https://beatschooluniforms.co.uk/

A range of optional branded items are available from this supplier. However, only the Reception and KS1 book bag and the red PE top are mandatory branded items. All other uniform items can be purchased from high street stores or supermarkets, provided they meet the school's colour and style guidelines.

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
- 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).

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 encouraged to contact the Headteacher (head@ickleford.herts.sch.uk) if they wish to request an amendment to the uniform policy, for example in relation to:

- their child's SEND (Special Educational Needs and Disabilities)
- religious beliefs or cultural practices
- medical or sensory needs
- or any other individual circumstances

All requests will be considered on a case-by-case basis in line with the Equality Act 2010.

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 following our school's complaints policy
- The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families not following the uniform policy the opportunity to comply but will follow up with the headteacher if the situation does not 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.

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 governing board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money at least every 5 years.

Monitoring Arrangements

This policy will be reviewed every 4 years by the headteacher. At every review, it will be approved by the full governing board.

Links to other Policies

This policy is linked to our:

- Positive Behaviour Policy
- Equality Policy and Accessibility Plan
- Anti-bullying Policy
- Complaints Policy