



WICKERSLEY
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Monkwood Primary School

Uniform Policy

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OWNED BY: Senior Marketing & Communications Manager

APPROVED BY: The Monkwood Primary School Local Governing Body

WICKERSLEY PARTNERSHIP TRUST

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Appendix A – Acceptable and Unacceptable Uniform Examples

This policy does not form part of the contract of employment and from time to time may be altered following consultation and negotiations with recognised Trade Unions. Any changes will be communicated to employees with reasonable notice. The policy may vary from time to time on a case-by-case basis in consultation and agreement with Union Representatives.



1. Introduction

Wickersley Partnership Trust (WPT) believes that school uniform allows equality and fairness for all, and that it prepares young people for the world of work. Uniform has a positive influence on student behaviour and helps to foster a calm and business-like atmosphere, whilst also eliminating the social stigma of what can be extremely expensive fashion trends.

This policy outlines uniform expectations for all students attending the school. It aims to:

- Set out our approach to requiring uniform that is of reasonable cost and offers the best value for money for our families
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Set out clearly our expectations for school uniform

These expectations are clear. All students are expected to wear the correct uniform at all times. WPT is grateful for parental support in matters concerning uniform and hope that it will be worn with pride and a sense of belonging to our school communities.

2. Uniform Roles and Responsibilities

Students

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

- On school grounds
- Travelling to and from school
- At out-of-school events or trips that are organised by the school, or where they are representing school

Parents and Carers

Parents and carers are expected to ensure their child has the correct uniform and PE kit, and that each item is:

- Clean and in good condition
- Clearly labelled with the child's name

Parents and carers are expected to contact their child's class teacher if they want to request an amendment to the uniform policy in relation to a protected characteristic.

For complaints or objections relating to the school's uniform policy, please follow the school's Complaints Policy.

Staff

Staff will closely monitor students to ensure they are in the correct uniform consistently. Students who breach the policy will be given the initial opportunity to comply before sanctions are enforced.

In cases where it is suspected that financial hardship has resulted in a student not complying with uniform policy, staff will take a mindful and considerate approach to resolving the situation.

Local Governing Body

The Local Governing Body will review this policy and ensure that it:

- Is appropriate to the school's context
- Is implemented fairly across school
- Takes into account the views of parents/carers and students

- Offers a uniform that is appropriate, practical and safe for all students

3. 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 give all students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow students to wear headscarves and/or other religious garments
- Allow students 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 students or their parents/carers to get in touch with their class teacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

4. Uniform Cost

WPT has a duty to ensure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

WPT understands that items with distinctive characteristics (such as branded items, or items that need 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'/carers' ability to 'shop around' for a low price. For this reason, the Trust has made the decision not to use just one single uniform supplier. By allowing multiple suppliers to provide uniform, this increases competition and helps to keep costs down for families.

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
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Introducing the ability to wear plain black trainers for school, reducing to one the number of pairs of footwear that families are required to purchase
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items

- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

5. The Monkwood Primary School Uniform

School Uniform

- Plain, navy blue sweatshirt, with or without the school logo (not a hoodie – these are for PE only unless it is Y6 leavers, school council etc)
- Plain white polo shirt, which must be worn tucked into waistband
- Plain black or grey school trousers*
- Plain black or grey school skirt or pinafore dress*
- Plain black or grey tailored shorts (not sports shorts or cycling shorts – these are NOT allowed)
- Blue and white checked summer dresses
- Flat, plain black shoes or trainers[#]

*Trousers must be tailored – no jogging bottoms, jeans or leggings. Skirts and shorts can be worn throughout the year, but must be knee-length. Skirts must not be the lycra ‘tube’ type and must be worn with school socks or tights. Shorts must be worn with school socks.

[#]Footwear must be suitable, plain black and show no other colours or embellishments / logos. No high heels, pumps, or any other ‘fashion’ footwear. Backless shoes or flip-flop styles cannot be worn. During the winter months, winter boots are allowed, but these must also be plain black with no heels.

Examples of acceptable and unacceptable uniform can be found in **Appendix A**.

PE Uniform

- Plain black shorts (indoor PE or warm days)
- Plain white t-shirt (round neck)
- Plain black tracksuit bottoms & top – these are for outdoor PE only Trainers (these must be a different pair from day to day wear)
- Plain black sports hoodies (optional) for outdoor PE only.

Please make sure your child has both an indoor kit and an outdoor kit at all times in school. We would suggest children bring their PE kits on a Monday and take them home on Friday.

Names on PE kit

Due to safeguarding concerns, and to increase the ability for school to recycle PE kit in our Uniform Bank, students will no longer be able to have their name or initials printed on the PE t shirt.

Makeup, Nails, Jewellery and Hair

Makeup, temporary tattoos and false nails should not be worn. Natural nails (no nail varnish) should be kept at an appropriate and safe length to complete physical activities and other schoolwork. Please contact your child’s class teacher if you need further clarification.

Jewellery must be kept to a minimum, with no more than one small stud earring per ear. No other facial or body piercings are allowed. Rings, bracelets, larger earrings, and necklaces are not permitted. Earrings must be removed for PE lessons. Wrist watches are allowed to be worn but must be removed for PE.

For PE, Science and Design Technology, all hair longer than collar length must be tied back for reasons of Health and Safety.

Other Equipment

In addition to school uniform, students are expected to have the following items with them each day:

- A bag large enough to carry an A4 book
- Homework
- PE Kit
- Reading book

6. Uniform Consequences

At Monkwood, we believe that school uniform allows equality and fairness for all and prepares young people for the world of work. We insist that all students attend school in the correct uniform at all times, in line with this policy. Failure to follow our uniform policy could result in:

- Parents/carers being contacted to request a change of clothes to be provided. School is sympathetic to 'out of the ordinary' circumstances and will always respond with compassion and discretion.
- Children may be provided with a change of clothes where appropriate
- Pupils who infringe the school's uniform policy will be addressed according to the Behaviour Policy

7. Uniform Suppliers

School uniform can be purchased from the following uniform suppliers:

Johnny D

33 Howard Street,
Rotherham,
S65 1JQ
<https://www.johnnyd.co.uk/school/products/28>
01709 370032

Pinder's Schoolwear

Old Town Hall,
1 Howard Street,
Rotherham
S65 1JQ
<https://pindersschoolwear.com/schools/118/MonkwoodPrimary>
0114 251 3275

All items can be purchased from the above uniform suppliers or any clothing retailer, including, but not limited to, Next, M&S, Asda and Tesco.

8. Uniform Bank

WPT operates a Uniform Bank, stocked with good-quality new and used uniform items. The scheme gives families suffering financial hardships the opportunity to receive free uniform. It also allows parents who are able, to donate used, good-quality uniform items for the benefit of those less fortunate than themselves. Trust schools are always on the lookout for donations, which are gratefully accepted at school reception.

Uniform items sought for donation:

- School jumpers and cardigans
- Shirts
- Trousers, skirts and shorts
- School ties (secondary)
- PE kit including t-shirts and shorts
- Coats
- Bags

The WPT uniform bank is operated centrally. Donated items are laundered, catalogued and stored. The Bank operates year-round, with collection drives taking place at set points throughout the year.

Families in need can access the Uniform Bank via the Trust's website: <https://wickersleypt.org/about-us/uniform>, or by contacting the school office where discreet assistance will be provided.

9. Links to Other Policies

- Public Sector Equality Duty Policy
- Behaviour Policy
- Anti-Bullying Policy
- Complaints Policy





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Uniform Policy Shoes



Acceptable Shoes ✓

- Plain black leather shoes, or
- Plain black leather trainers



Unacceptable Shoes

- Any colour other than black
- Pumps, sliders, slip-ons, Crocs
- Materials other than leather or faux-leather

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Uniform Policy Shorts



Acceptable Shorts ✓

- Plain black tailored shorts

Shorts must be knee-length and worn with black socks and usual school shoes.



Unacceptable Shorts

- Shorter than knee-length
- Colours other than black
- Logos
- Denim, Polyester, Nylon, Jersey, Cycling, Running, Cargo or Board Shorts

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Uniform Policy Skirts



Acceptable Skirts ✓

- Plain black knee-length skirt

Skirts must be knee-length and worn with black tights or socks and usual school shoes.



Unacceptable Skirts ✗

- Shorter than knee-length
- Colours other than black
- Lycra 'tube' style
- Pencil style (if skin tight)
- Tight fitting

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Uniform Policy Trousers



Acceptable Trousers ✓

- Plain black tailored trousers
- Standard fit
- Slim fit



Unacceptable Trousers ✗

- Colours other than black
- Logos
- Leggings / Jeggings
- Denim / Jeans
- Skinny fit / Flares

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Uniform Policy Jewellery & Nails



Acceptable

- Short, plain nails
- One small stud earring per ear
- Wrist watch



Unacceptable

- False eyelashes and false fingernails
- Makeup / Nail Varnish
- Facial or body piercings
- Rings, bracelets, larger earrings and necklaces

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