



**St Mark and All Saints Church of England Primary
School**
The Good Shepherd Trust
Academies in partnership with the
Guildford Diocese Education Trust
The Education Centre, The Cathedral, Guildford, Surrey
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Religious Education Policy



1. Aims

This policy aims to:

- o Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for all parents and carers
- o Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- o 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, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- o Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- o Make sure that our uniform costs the same for all pupils
- o Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- o Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- o Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- o Allow pupils to wear headscarves and/or other religious garments
- o Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- o 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

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 (DfE) on the cost of school uniforms.

St Mark and All Saints C of E Community School
Religious Education Policy

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- o Is available at a reasonable cost
- o Provides the best value for money for parents and carers

We will do this by:

- o Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 or fewer (jumper/cardigan, PE polo)
- o Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible.
- o Limiting compulsory branded items to low-cost and/or long-lasting items
- o Considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- o Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- o Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- o Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- o Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- o Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- o Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- o Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- o Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

- o Children are required to wear a branded jumper or cardigan, and branded burgundy PE polo shirt on PE days.
- o House colour PE tshirts may be worn branded or unbranded
- o In addition to a branded jumper or cardigan, children should wear
 - a white polo shirt (branded or unbranded)
 - Grey/Black socks

St Mark and All Saints C of E Community School
Religious Education Policy

- Grey trousers or shorts
 - Grey skirt
 - Black/Grey tights
 - Grey/ Black socks
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- In KS2 (years 3-6), an optional white buttoned shirt with collar and a school tie may be worn. The tie can be purchased from school.
 - Summer dresses may be worn between April and October across the school, with white socks.
 - We encourage children to bring in a pair of wellies to be kept in school for use Forest School and Outdoor Learning.
 - Our PE days are **Monday** and **Wednesday**. On these days, children come to school dressed in PE kit. In colder weather, children are required to wear – black jogging bottoms, a burgundy PE polo shirt or house colour t-shirt and school jumper or cardigan; in warmer weather – black shorts, PE polo shirt or house colour t-shirt.
 - Plain black school shoes NOT trainers on days when school uniform, rather than PE uniform is worn. Please note that is for safety reasons, crocs, flip flops or canvas footwear is not permitted. Trainers to be worn on PE days (Monday and Wednesday)
 - Most jewellery is not allowed in school, pierced earrings are permitted but only small, plain stud type should be worn during school time. Children will be required to remove not cover earrings before PE and should be capable of doing so themselves as staff are not permitted to remove earrings for them. Younger children should be discouraged from wearing earrings to avoid injury and we would ask that ear piercing take place at the beginning of the 6 week summer holiday so that healing can take place before children return to school.

4.2 Where to purchase or acquire it

Branded school uniform can be purchased from the supplier Gooddies: <https://gooddies.co.uk/>

All other items of school uniform can be purchased widely from high-street retailers and supermarkets.

- Parents can purchase second-hand uniform termly from organised uniform sales in school

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:

- o Clean
- o Clearly labelled with the child's name
- o In good condition

Parents/carers are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to:

- o Their child's protected characteristics
- o 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 in accordance with the school's complaints policy.

Disputes about the cost of the school uniform will be:

- o Resolved locally
- o Dealt with in accordance with our school's complaints policy

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. Ongoing breaches of our uniform policy will be dealt with by the class teacher and then Headteacher.

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 the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

5.4 Local Committee

The Local Committee will review this policy and make sure that it:

- o Is appropriate for our school's context
- o Is implemented fairly across the school
- o Takes into account the views of parents/carers, and pupils
- o 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.

6. Monitoring arrangements

St Mark and All Saints C of E Community School
Religious Education Policy

This policy will be reviewed every 3 years by SLT. At every review, it will be approved by the Local Committee.

7. Links to other policies

This policy is linked to our:

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