

Queensway School Uniform policy



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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, 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
- 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, gender or gender reassignment
- 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 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, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniform.

We understand 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.

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 compulsory
- Limiting items with distinctive characteristics to longer-lasting items, such as sweatshirts/cardigans
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 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 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/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

4. Expectations for school uniform

4.1 Our school's uniform

WINTER

Skirts/dress	Grey knee-length skirt or pinafore
Trousers	Traditional style grey trousers. Jeans and tracksuit bottoms are not appropriate.
Shirt	White polo shirt, white shirt or blouse. Queensway logo is optional on the shirt/blouse
Sweatshirt	Plain royal blue jumper or cardigan. Queensway logo is optional on the jumper and cardigan.
Socks	Plain, dark coloured or white socks or grey opaque tights
Footwear	Plain, black shoes or trainers for outside. Plain black plimsolls for indoors. No high heels

SUMMER

Children may choose to wear grey knee-length shorts, or blue and white checked knee-length dresses. Everything else is the same as listed above for winter.

Optional: Plain royal blue or grey headscarf. No leggings to be worn.

PE

Shorts/Trousers	Plain navy shorts or plain navy tracksuit bottoms
T-shirt	Plain white T-shirt
Footwear	Indoor PE – bare feet
Outdoor PE	Trainers (ideally different ones to their walking to/from school trainers)

ADDITIONAL PERMITTED ITEMS

- Tracksuits and fleeces with the Queensway logo can be purchased from Cross Embroidery and can be worn for outside PE lessons. These fleeces may also be used instead of an outside coat.
- Coats with a Queensway logo are also available from Cross Embroidery for outside use too.

JEWELLERY

The only jewellery permitted in school is a single pair of small sleeper studs for pierced ears, and a small wristwatch. It is school and Local Authority policy that no jewellery may be worn during PE lessons.

HAIR DESIGNS

Children are not permitted to have their hair coloured, cut with designs shaved in or spiked up in a Mohican. Children must tie their hair back for PE lessons. Hair accessories must be the school colours and discreet.

MAKE UP, NAIL VARNISH AND TEMPORARY TATTOOS

No make-up, nail varnish or temporary tattoos are permitted unless necessary for a concert, play or after school event. If present, then we will contact the parent/carer to ask for it to be removed.

4.2 Where to purchase it

Items which have the option of having the school logo on them can be purchased directly from:

Cross Embroidery, Units 5-6 Lower Cherwell Street, OX16 5AY, Banbury 01295 270555
sales@crossembroidery.com

All other items can be purchased from a wide range of shops, including supermarkets and popular high street chains.

The PTA also hold second-hand uniform sales at least twice every year, which operate on a voluntary contribution basis.

Families may also wish to speak with the HSCLW in between these sales if they require uniform, as the school keeps a selection of second-hand uniform to re-distribute where needed.

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 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 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 expected to contact 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

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 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
- Takes into account the views of parents/carers and pupils
- 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

This policy will be reviewed every 3 years by the Full Governing Body.

7. Links to other policies

This policy is linked to our:

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