




**The Westminster  
School**

*Safe, Happy and Learning Together*

[www.thewestminsterschool.co.uk](http://www.thewestminsterschool.co.uk)

# 2021/2022 School Uniform Policy

Building foundations and providing opportunities to create confident, aspirational, and independent members of our community.

Approved by Governing Body on:	<b>26/05/2022</b>
Signed by Chair of Governors:	
Head Teacher:	<b>O M Flowers</b>
Lead Personnel:	<b>A Gibson</b>
Date of Review:	<b>26/05/2022</b>

## 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 Head Teacher, who can answer questions about the policy and respond to any requests

## 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 where possible
- 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 leveler
- Avoiding different uniform requirements for different year and class groups
- Avoiding different uniform requirements for extra-curricular activities
- 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

## 4. Expectations for school uniform

### 4.1 Our school's uniform

- For pupils in Years 3-11
  - Plain black or grey skirt or trousers.
  - White blouse, shirt or polo shirt (embroidered polo shirt is available but is optional)
  - Royal blue jumper or cardigan embroidered with the school logo.
  - Navy blue blazers with the embroidered logo can be purchased but these are not compulsory.
  - For PE, black shorts, white t-shirt, black or navy tracksuit, trainers/pumps.
  - Swimming trunks/swimming costume
  - PE kit bag
- For students in Post 16
  - Plain black or grey skirt or trousers
  - Black polo shirt with embroidered logo
  - Black sweat shirt with embroidered logo
- Plain uniform, without the logo, can be purchased from supermarkets such as ASDA and Tesco.
- Pupils should not wear excessive jewellery or items that may get entangled/caught – eg drop earrings
- All items of pupil's property should be cleared labelled with their name.

### 4.2 Where to purchase it

Uniform items with the school logo can be ordered from Ace Embroidery:

<http://www.ace-embroidery.co.uk/>

0121 559 1234

sales@ace-embroidery.co.uk

- The ordering process is all online meaning you can place your orders and have them delivered directly to your front door or you can collect directly from Ace Embroidery which are located less than 10 minutes from The Westminster School.
- Ace Embroidery also offer a selection of bundles which include a variety of our uniform for a discounted price.
- Plain uniform, without the school's logo, can be purchased from supermarkets such as ASDA and Tesco.
- School has a bank of second-hand uniform that pupils may access. We welcome any donations of good quality items of school uniform to maintain stock in the bank.

### 5.1 Pupils

Pupils are expected to wear the correct uniform (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 Head Teacher 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 are also expected to contact the Head's PA/HR Manager 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

**Lack of access to the correct uniform or being unable to wear correct uniform due to sensory issues or medical issues will not prevent pupils coming to school.** Staff will encourage pupils to make sure they wear the correct uniform and will work with pupils and families to ensure that uniform requirements can be appropriately adjusted to allow for pupil's needs (ie sensory needs, pupil's anxieties linked to their special educational needs etc).

Parents of pupils eligible for pupil premium grants may be offered funding towards uniform.

## 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 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.

## 5. Monitoring arrangements

This policy will be reviewed every 3 years.

## 6. Links to other policies

This policy is linked to our:

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

➤ [Complaints policy](#)