



# Wohl Ilford Jewish Primary School uniform policy

<b>Approved by:</b>	Lisa West	<b>Date:</b> June 2022
<b>Last reviewed on:</b>	June 2022	
<b>Next review due by:</b>	June 2024	

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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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (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 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 contact Acting Headteacher, Lisa West, 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items

- Considering cheaper alternatives to school-branded items, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items which pupils could also wear on non-school days, such as coats 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 house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as on sports day
- 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**

We believe that school uniform provides a sense of belonging to our pupils. As well as reducing peer pressure, it helps children to feel settled and prepared for their day school. It is helpful in fostering a good learning environment and promotes the ethos of the school.

Please see Appendix 1 below for the school uniform requirements, including whether items are branded, required or optional.

### **4.2 Where to purchase it**

Branded uniform (as per Appendix 1) is available from Unistat Ltd, 141 High Street, Barkingside, IG6 2AJ.

The PTA will offer a pre-loved uniform shop, where parents may buy or swap items of uniform (washed and in good condition) for replacement, pre-loved uniform. Details of when the pre-loved uniform shop is operating will be advertised to parents.

Generic, unbranded items can be widely purchased from high street retailers and supermarkets.

## **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 requested to contact Acting Headteacher, Lisa West, 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 correct PE kit, and that every item is:

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

Parents are also requested to contact Lisa West 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 requested 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

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 a referral to the senior leadership team and headteacher if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with in line with the school's behaviour policy.

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 body will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing body will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

## 6. Monitoring arrangements

This policy will be reviewed every two years by the Headteacher. At every review, it will be approved by school's ethos committee.

## 7. Links to other policies

This policy is linked to our:

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

## 8. Appendix 1

### WIJPS BOYS UNIFORM

ITEM	BRANDED	NON-BRANDED	OPTIONAL – BRANDED OR NON-BRANDED	NOTES
Grey long trousers		Y		
Grey summer shorts (optional)		Y		
Blue school polo shirt	Y			Available from Unistat
Royal blue school sweatshirt	Y			Available from Unistat
Tzitzit (preferred)				
Kippah – available from school office	Y			£3.50 – available from the school office
Plain black school shoes		Y		
Plain grey or black socks		Y		
Siddur	Y			£15 – available from the school office

### WIJPS GIRLS UNIFORM

ITEM	BRANDED	NON-BRANDED	OPTIONAL – BRANDED OR NON-BRANDED	NOTES
Grey skirt		Y		
Grey pinafore dress		Y		
Royal blue and white checked dress (optional)		Y		
Blue school polo shirt	Y			Available from Unistat
Royal blue school sweatshirt	Y			Available from Unistat
Royal blue school cardigan	Y			Available from Unistat
Plain black school shoes		Y		

Plain white or grey socks		Y		
Plain grey, white, black or navy tights		Y		
Siddur	Y			£15 – available from the school office

### For both boys and girls

PE				
Plain white T-shirt		Y		NB: PE top uniform has changed
Navy/black shorts		Y		
Navy/black joggers		Y		
Navy/black zip up hoodie		Y		
Black elastic-fronted/velcro fastening plimsolls (indoor PE)		Y		
Trainers (outdoor PE)		Y		
OTHER				
WIJPS small rucksack			Y	Available in Unistat or unbranded pupil's own
WIJPS junior rucksack			Y	Available in Unistat or unbranded pupil's own
WIJPS PE bag *			Y	Available in Unistat or unbranded pupil's own
Baseball Cap		Y		

Additional information:

Long hair must be tied up with blue, black or white hairbands

Earrings: Single stud per ear

Pencil case containing: writing pencils, coloured pencils, ruler (30 cm), pencil sharpener, eraser, glue stick, black writing pen (key stage two only)