School Uniform Policy



At Emmanuel Church of England School, broad opportunities are provided for individuals to develop their full potential and allow them to be healthy, happy and secure.

Building on our Christian ethos and in partnership with the whole school community, we provide a stimulating and caring environment where individuals are valued and nurtured morally, spiritually and academically.

It is a primary aim of our school that every member of the school community feels cared for, valued, respected, and that each person is treated fairly and well. This is promoted through our school values; where children learn to be respectful, to forgive and to move on so that they can experience:

'Life in all its fullness' – John 10:10

Aims and objectives

Our policy is based on the notion that a school uniform:

- Promotes a sense of pride in the school;
- Engenders a feeling of community and belonging;
- Is practical and smart;
- Identifies the children with the school;
- Is not distracting in class (as fashion clothes might be);
- Makes children feel equal to their peers in terms of appearance;

In this policy we want 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
- Make clear our processes for enabling parents to purchase second-hand uniform

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 (see colours specified below) and other religious or cultural symbols e.g. a small crucifix
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Executive Headteacher or Head of School, who can answer questions about the policy and respond to any requests

Limiting the cost of school uniform

We will make sure:

- That there are options for our uniform to be available at a reasonable cost
- That there are regular opportunities for parents to purchase second-hand uniform

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics or giving options to buy unbranded items
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different classes
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that clear and regular 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

Parents can help to keep their costs to a minimum by:

- Writing their child's name on the labels of clothing, particularly those items of clothing with the school logo, so that they can be returned to the child when left around the school.

- Purchasing non-branded items where generic ones can be bought cheaper e.g. trainers, rucksacks, lunch boxes and water bottles.
- Not purchasing items such as headbands and bows that are not part of the school uniform
- Not purchasing unnecessary items for school e.g. mobile phones, pencil cases and stationery sets

Expectations for school uniform

Our school uniform is designed to keep costs to parents as low as possible. We do this by keeping the number of compulsory items with the school badge to a minimum. The items of uniform that do carry the school badge are deemed necessary to communicate the identity of the school and promote a sense of belonging. However, items can be purchased without logos from other stockists for financial reasons if purchasing Emmanuel branded uniform is not possible.

<table>
<tr><th colspan="4">NURSERY</th></tr>
<tr><th colspan="3">Winter School Uniform</th><th>Summer School Uniform</th></tr>
<tr><th>Logo – purchase from Mapac</th><th>No Logo – purchased from any supplier</th><th></th><th>No Logo</th></tr>
<tr><td>White polo shirt with school logo

Long-sleeved navy-blue jumper with school logo

Long-sleeved navy-blue cardigan with school logo</td><td>Navy blue jogging bottoms

Socks in white, navy, grey or black

Black shoes or black trainers (no boots)</td><td></td><td>Same as Winter School Uniform

or

Navy blue and white gingham dress

or

Dark grey tailored shorts

(see photos below)</td></tr>
</table>

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RECEPTION TO YEAR 6				
Winter School Uniform			**Summer School Uniform**	
Logo – purchase from Mapac	**No Logo – purchased from any supplier**		**No Logo**	
Long-sleeved navy-blue jumper with school logo or long-sleeved navy-blue cardigan with school logo Emmanuel school tie White polo shirt with school logo	Navy blue skirt/navy blue trousers/navy blue pinafore dress/dark grey trousers White shirt Socks in white, navy, dark grey or black or tights in white or navy Black school shoes *(no trainers and no boots)*	  	Same as Winter School Uniform or Dark grey tailored shorts or Navy blue and white gingham dress or skorts	 

School Uniform Policy

PE KITS			
PE Kit			**Swimming Kit**
Logo – purchase from Mapac	**No Logo – purchased from any supplier**		
Yellow t-shirt with school logo Fleece with school logo Navy PE bag with school logo	Navy shorts/navy jogging bottoms/navy skorts Plimsolls or lightweight trainers Spare pair of socks	 	Swimming trunks/costume *(no bikini)* Swimming hat Goggles Towel Bag

Hairstyles

- Long hair should be tied back with a black or blue hair band

Other

- The school does not have any specifications regarding outerwear, such as coats and jackets. However, parents should ensure that their child does have adequate protection from the weather.
- Baseball caps and hats may be worn outside but must be removed when inside.

Jewellery

These items are permitted:

- Small studs or sleepers in pierced ears
- Small crucifix or other religious/cultural symbol– NB: this should not be on a long chain or cord, as this can be dangerous when playing sports or in the playground.

The school will not be held responsible for the loss of jewellery.

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Where to purchase items with the school logo

All items of school uniform can be purchased directly from Mapac.

By phone: 01923 255525 (local rate) Lines are open: Monday – Friday 9am – 5pm
By email: sales@mapac.net
By fax: 01923 219035
Online: http://www.mapac.com/education/parents/uniform/emmanuelprimaryNW6
By phone from outside of the UK: 00 44 (0)1923 255525
By post: Mapac Group Ltd
6 Mowat Estate
Sandown Road
Watford
Herts
WD24 7UZ

Where to purchase pre-loved uniform

The PFE organise the sale of second-hand uniform. These sales happen at every Bake Sale and every school event. A rail of uniform is organized by size and kept in the PFE cupboard, for ease of bringing in and out. All items are donated to the school, and can be picked up at no cost, or by making a donation to the school via the PFE's regular giving programme. A QR code is attached to the rail for ease of making a payment.

- We will have a stall of small sizes available on Reception transition day in July so that new parents can purchase the smallest sizes.
- Any parents who wish to donate uniform can do so via the tub kept in the school office. Please ensure that any donations are washed and in decent, saleable condition.

Expectations for our school community

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)

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 expected to contact the Executive Head or Head of School 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.

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 Executive Head or Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Executive Head or Head of School. 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.

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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

Policy reviewed: **November 2026**

Agreed review schedule: 3 years

Next review due: **November 2029**