

School uniform policy



Approved by:	Sara Ainsworth	Date: September 2022
Last reviewed on:	New policy	
Next review due by:	09/24	

Contents

1. Aims	2
2. Our school's legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform	2
4. Expectations for school uniform	3
5. Expectations for our school community	4
6. Monitoring arrangements	5
7. Links to other policies	5

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 Sara Ainsworth, Headteacher, 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

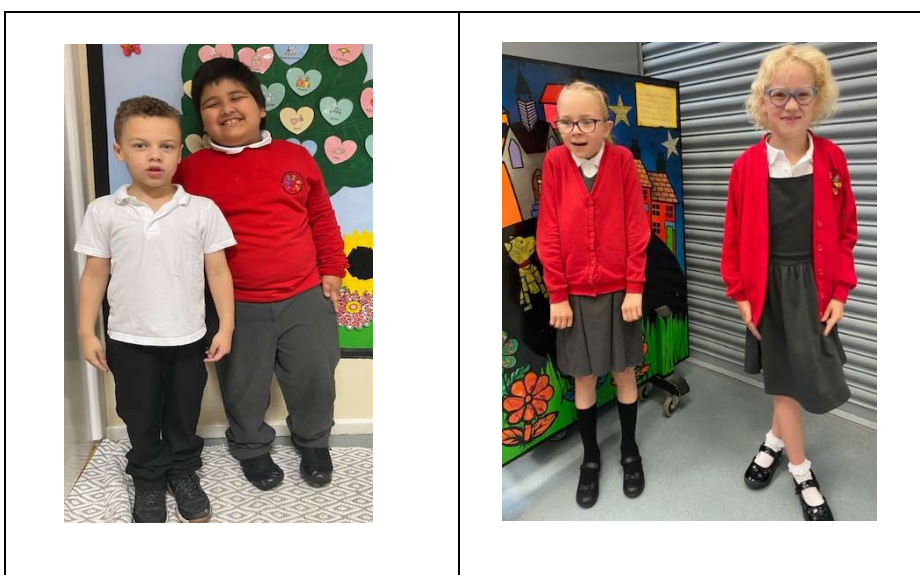
- Provides the best value for money for parents/carers

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, such as non-branded items being acceptable
- 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 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



Pupils are required to wear the following items for school:

- A red sweatshirt or cardigan
- A white polo shirt
- Grey/black trousers, skirt, culottes or dress. For children who are in the process of toilet training it may be helpful for jogging style bottoms to be worn.

Through our uniform provider it is possible to purchase coats, fleeces, sweatshirts, cardigans and polo shirts with the school logo but these are not compulsory.

Appropriate footwear should be worn that takes into consideration your child's needs and will support your child for an active day in school.

Swim kits should be provided; this should include swimwear, swim nappy (if required) and towel. School will provide flotation aids.

Please provide your child with a bag. Book bags are available through the uniform provider.

If your child needs a change of clothes for PE your class teacher will notify you. We do not have a school PE kit; any shorts and t-shirt are acceptable.

4.2 Where to purchase uniform

For uniform items with a logo:

School uniform provider details: Essential School Wear (www.essentialschoolwear.com)

Orders placed directly with the supplier are delivered direct to the customer for a small charge. Orders placed via the school office are delivered to school free of charge but may take a little longer to be delivered due us only being able to place orders when we meet the minimum number of items requested (8 items).

For non-logo uniform items:

It is possible to purchase the non-logo items in all supermarkets and clothing stores that sell uniform items.

On Parents Evening / monthly coffee mornings we shall set up a second hand uniform table where items can be donated / collected for a small donation.

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)

Parents are welcome to contact Sara Ainsworth 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 Sara Ainsworth if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform
- In relation to children's individual needs e.g. those linked to sensory need

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

Staff will closely monitor pupils to make sure they are wearing appropriate clothing / footwear.

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 Academy Council 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 Academy Council 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 bi-annually by the Headteacher. At every review, it will be approved by Academy Council.

7. Links to other policies

This policy is linked to our:

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