



Aspire-Learn-Succeed

Uniform Policy

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

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 Mrs Errington or Mr Hair who can answer questions about the policy and respond to any requests

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
- Considering cheaper alternatives to school-branded items, such as non logo items available in supermarkets.
- 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 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

Expectations for school uniform

Our school's uniform

Our school uniform consists of Grey/ black skirt or trousers, white polo shirt or shirt, royal blue jumper or cardigan, white, black, grey socks and black shoes. PE kit consists of plain navy/black shorts (knee length) or jogging bottoms, plain white crew neck t-shirt and black plimsols.

- Optional branded items for uniform include book bags, gym bags, sweatshirts, polo shirts, and PE kits.
- We accept all generic items as long as they are plain and have no logos.
- On health and safety grounds we do not allow children to wear jewellery in our school. The exceptions to this rule are:

small objects of religious significance, such as a crucifix on a chain or Sikh Kara

We ask the children to remove these objects during PE, games and swimming for health and safety reasons. The school advises parents who wish their children to have their ears pierced to do so at the beginning of the school holidays.

The school does not permit children to have 'extreme' haircuts that could serve as a distraction to other children.

Hairstyles and haircuts which are deemed too extreme such as tramlines, stars, shaved heads, extreme patterns 'V' styles, Mohican cuts, or dyed, tipped or dipped hair are also forbidden. Pupils with long hair should also tie it back for safety reasons.

Where to purchase it

- School uniform items displaying the school logo can be purchased from Total Sport. Items without the school logo can be purchased from most supermarkets and high street retailers.
- Recycled Uniform

We have a number of second hand uniform items in school which parents/ carers can obtain for a small donation. These items are available via the school office. If you would like to access these please contact the main school office or Mrs Errington.

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)
- If children do not attend in correct uniform then school will provide uniform for that day.

Pupils are also expected to contact Mrs Errington if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Mrs Errington 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.

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.

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.

Monitoring arrangements

This policy will be reviewed 2 yearly. At every review, it will be approved by the full governing body.