



## Uniform Policy

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**Approved by:** Governing Body

Review	Date of Approval	Version Approved	Approved by	Comments and amendments
Annual	12.09.2023	1.0	Curriculum committee	The Key adopted policy, yellow identifies updates
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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:

- 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 Duncan Richards, Zoe Lowe, Kirsty McGrath 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 for example, by only asking that the polo shirt and jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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

## **4. Expectations for school uniform**

### **Our school's uniform**

- White polo shirt with logo
- Wine coloured sweater or cardigan with logo
- Black skirt / Black trousers / Black knee length tailored shorts / appropriate black jeggings\* Black Shalwar Kameez with blouse
- Summer gingham dress (primary)
- Plain black shoes or trainers
- Coats and other outdoor clothing may **not** be worn in classrooms.

### **High school**

The wearing of hats (including baseball caps, beanie hats, topis and du-rags) is not permitted in and around the school building and must be removed before entering the building. Correct footwear must be worn at all times (all black trainers or shoes) and the wearing of sliders, Crocs and flip-flops is prohibited.

Whilst these are examples, this is not an exhaustive list of unacceptable uniform items. The Principal and Senior Leadership Team will make the final decision regarding what is acceptable and what is unacceptable.

## **PE Uniform**

- Black polo shirt (with or without logo)
- All weather outdoor top
- Shorts / tracksuit bottoms
- Change of trainers
- Football boots – (dependent on activity- required for girls and boys)

## **Jewellery**

Pupils may **only** wear the following:

- One chain, must be kept out of sight
- One pair of earrings, studs or sleepers
- One watch
- One ring

## **Junior school**

### **PE Uniform**

- White/plain t-shirt
- Black shorts/black leggings
- Black pumps
- Outdoor trainers
- Jogging bottoms/tracksuit for outdoor games

### **Swimming**

- Swimming cap
- Swimming shorts/trunks – long baggy bermuda shorts/football shorts are not suitable
- Swimming costume –bikini/tankini are not suitable
- Jewellery must be removed
- Towel

## **Jewellery**

Pupils may **only** wear the following:

- One pair of earrings, studs or sleepers
- One watch

## **Infant and Nursery**

### **PE Uniform**

- White/plain t-shirt
- Black shorts/black leggings

## **Jewellery**

Pupils may **only** wear the following:

- One pair of earrings, studs or sleepers
- One watch

All these must be removed for PE, Technology and any other subjects where safety is an issue.

## **4.2 Where to purchase it**

Our school uniform can be purchased from Term Time Wear [termtimewear.com](http://termtimewear.com) , Natasha School Wear [natshaschoolwear.com](http://natshaschoolwear.com)

Uniform Exchange is available to contact if assistance is needed with obtaining school uniform [www.uniform-exchange.org](http://www.uniform-exchange.org)

## **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 also expected to contact Duncan Richards, Zoe Lowe, Kirsty McGrath 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 Duncan Richards, Zoe Lowe, Kirsty McGrath 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**

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 Head of school/Assistant Head if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Duncan Richards, Zoe Lowe, Kirsty McGrath.

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 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.

## **6. Monitoring arrangements**

This policy will be reviewed annually by the full governing board/committee.

## **7. Links to other policies**

This policy is linked to our:

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