# Uniform Policy

**Document History**

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This policy applies to all School Academy staff, pupils and parents.

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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 all 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: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## 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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of: 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible for example, by only asking that the jumper/cardigan worn over a t-shirt, features the school logo
- Limiting compulsory branded items to low-cost and/or long-lasting items.

- Avoiding specific requirements for items such as coats and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year groups
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

## 4. Expectations for school uniform

### 4.1 Our school's uniform

- Bramshall Meadows First School branded jumper or cardigan
- Dark grey trousers (no leggings) or dark grey school skirt/skort
- White polo shirt
- Black/grey socks or charcoal grey woollen tights/white socks
- Black school shoes (no trainers)

In Summer:

- Blue and white gingham dress
- White polo shirt (with logo optional)
- Grey trousers or tailored style shorts (no sportswear or fashion styles)

PE Kit:

- Black plimsolls or trainers
- Black PE shorts
- White t-shirt (with logo optional)
- Black tracksuit bottoms for the winter months (outside use)

- Bramshall Meadows branded jumper or cardigan

Bags:

- Bramshall Meadows First School Book Bag

**All items of clothing, including shoes and wellingtons, should be clearly marked with the child's name.**

### 4.2 Jewellery:

On health and safety grounds, jewellery other than the below exceptions are not permitted to be worn in school:

- Single simple (gold or silver) earring studs in pierced ears are permitted (except on PE/swimming days).
- Small objects of religious significance such as a crucifix on a chain, or Sikh Kara.

**We ask that children remove these items during PE, games and swimming for health and safety reasons.**

### 4.3 Hair Styles:

The school is committed to providing an inclusive environment where all students are treated with dignity, respect and fairness. Students may wear their hair in a style that reflects their cultural heritage, ethnic background, religion, personal identity or individual preference.

To promote a smart and consistent appearance, hair should be of a natural-looking colour. Brightly coloured, fluorescent or otherwise unnatural hair colours are not permitted. Patterns or designs shaved into the hair, including tram lines, are also not permitted.

For health, safety and practical reasons, hair that reaches shoulder length or longer must be tied back during the school day and must be securely tied back for activities where required, such as physical education, science, technology and food preparation lessons.

Hair accessories should be kept simple and practical. Only plain hair bobbles and plain headbands may be worn. Accessories should be in neutral school-appropriate colours and should not include large decorative items, fashion accessories or items that may pose a health and safety risk.

### 4.4 Nail Polish and Extensions

To help children stay safe, comfortable and ready to learn, we ask that children do not wear nail extensions, acrylic nails, gel nails, false nails or nail art in school.

Nail polish should also not be worn as part of the school uniform. This helps us to keep our uniform simple, practical and consistent for all children.

We appreciate parents and carers supporting us with this expectation. We understand that children may enjoy having their nails painted or decorated at home, and we ask that this is kept for weekends, holidays and special occasions outside of school.

### 4.5 Makeup

To help children look smart, feel comfortable and be ready to learn, we ask that children do not wear makeup to school.

## 5. Where to purchase or acquire uniform

- Branded school items such as jumpers, cardigans and book bags can be purchased directly from the supplier via: https://www.mwcclothing.co.uk/bramshallmeadowsschooluniform
- Most other items such as grey trousers/skirt/skort, white polo shirts etc. can be purchased inexpensively from a wide-range of retailers, including most supermarkets.
- A range of second-hand uniform is often available to be purchased during transition days each summer term in readiness for the new academic year. A small number of second-hand items may be available via the school office during the academic year where stocks are available.

## 6. Expectations for our school community

### 6.1 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)

### 6.2 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/carers are also expected to contact the school office if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

### 6.3 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 Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

### 6.4 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/carers, 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.

## 7. Monitoring arrangements

This policy will be reviewed at least every three years by the Headteacher. At every review, it will be approved by Local Governing Board.

## 8. Links to other policies

This policy is linked to our:

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