



Uniform Policy

| Date | Revision & Amendment Details | By Whom |
|----------|------------------------------|-----------------|
| May 2024 | Approved | Governing Board |
| | | |

CONTENTS

| | | |
|-----|---|---|
| 1 | Aims | 3 |
| 2 | Our School's Legal Duties Under the Equality Act 2010 | 3 |
| 3 | Limiting the Cost of School Uniform | 3 |
| 4 | Expectations for School Uniform | 4 |
| 4.1 | Our School's Uniform | 4 |
| 4.2 | Where to Purchase It | 5 |
| 5 | Expectations for Our School Community | 5 |
| 5.1 | Pupils | 5 |
| 5.2 | Parents / Carers | 5 |
| 5.3 | Staff | 6 |
| 5.4 | Governing Body | 6 |
| 6 | Monitoring Arrangements | 6 |
| 7 | Links to Other Policies | 6 |

1. Aims

This policy aims to:

- Set out Newborough CE Primary School's 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.

Any reference in this Policy to 'Principal' can mean Executive Principal, as appropriate.

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, 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 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 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 related to their sex, gender or gender reassignment
- 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 a member of the Senior Leadership Team, 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 uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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 / carers' 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 jumper, features the school logo
- Limiting items with distinctive characteristics to long-lasting 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
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year / class / house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents / carers to acquire second-hand uniform items
- 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 the policy.

4. Expectations for School Uniform

4.1 Our School's Uniform

- Trousers, shorts, skirts or pinafore dresses should be grey (not black)
- Cardigans and jumpers should be navy blue and contain the school logo where possible
- Polo shirts should be white
- Plain white, grey or black socks should be worn, and grey or navy tights are acceptable in colder weather
- Children's footwear should be safe and sturdy to support physical development without excessive heels or open toes. Ideally children should wear black shoes or ankle boots if required. Trainers should only be worn for PE
- PE kit consists of a navy t-shirt including school logo and navy shorts or jogging bottoms in colder weather. Sports leggings may also be worn in the colder weather
- In EYFS we recommend children wear trousers / skirts with elasticated waistbands to support independent toileting; velcro shoes and a coat which the children are able to do up themselves. Learning in the outdoor area will continue whatever the weather. We recommend the children have a named pair of wellies and waterproof trousers or jacket, or all in one suit. We would ask that you send in your child with a second set of clothes in the event of toilet accidents or from becoming wet from playing. Please put these in a separate named bag and replace when required
- With the exception of one small stud per ear, no other jewellery should be worn; nor should nail varnish or make up be worn
- Children will be expected to remove their earrings for PE / games lessons
- Watches are permitted, including smart watches as long as there is no cellular capacity or this is switched off

- Radical hair styles including shaven heads, tramlines and patterns cut into the hair, and excessive use of gel are not acceptable. Hair that is shoulder length or longer needs to be tied back please. Hair extensions are not permitted. Large excessive hair accessories should not be worn, however, small hair clips or plain grey or blue headbands are acceptable
- Pupils are welcome to wear a headscarf at Newborough CE Primary school if they wish to. These must however be plain white or navy and of shoulder length.

4.2 Where to Purchase It

Navy sweatshirts, cardigans, fleeces, waterproofs and white polo shirts with the school's name embroidered on can be purchased from www.shotbowl.com.

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 the Principal 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 / carers are also expected to contact the Principal 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 / carers 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 / carers 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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by notifying parents in writing and a meeting may be required.

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 Governing Body

The Governing Body 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 Governing Body 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 every three years. At every review, it will be approved by the Governing Body.

7. Links to Other Policies

This policy is linked to our:

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