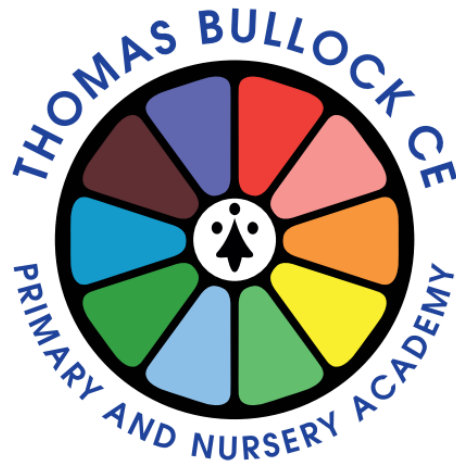


# Thomas Bullock CE Primary & Nursery Academy

## School uniform policy



<b>Approved by:</b>	Local Governing Body	<b>Date:</b> 21 <sup>st</sup> November 2022
<b>Last reviewed on:</b>	October 2022	
<b>Next review due by:</b>	September 2026	

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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 our School Business Manager, Office Manager, Deputy Headteacher and 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 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 only asking the school jumper and not shirt and jumper bare the school logo
- › Limiting items with distinctive characteristics to low-cost or long-lasting items
- › Considering cheaper alternatives to school-branded items for all 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/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- › 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

Add details of your school uniform to this section, including:

- › The only branded item we require pupils to have one of is the branded jumper or cardigan
- › The white polo shirt, which is branded, is optional
- › We will accept generic non-branded items for the grey bottoms, white polo tops, grey tights or socks and navy hair accessories
- › Expectations for PE are a non-branded pair of navy-blue joggers, plain, house coloured t-shirt from our uniform shop or other shop, white non-branded socks and trainers
- › Swimming kit is non-branded and can be any colour towel, swimsuit, goggle and cap.
- › Expectations for jewelry should not be worn other than stud earrings. Earrings are not to be worn on PE days. New earrings may be covered by the parent before school and removed after school. For Health and Safety and allergens, school does not offer tape or tape pupils ears.
- › Expectations of hairstyles- Hair shoulder length or below must be kept up (considering the Equality Act 2010).
- › Expectations for shoes, bags and coats are that pupils are to use
  - A school book bag (given to children by the school for free at the start of Reception) or a small backpack of their own choosing. Reasonably priced schoolbags are available from our school uniform supplier.
  - Shoes should be black school shoes without a heel, suitable for playing running and learning.

- Coats should be of the family choosing, but there are coats available from our school uniform supplier.

## 4.2 Where to purchase it

- All prices and items including order forms can be found at: <http://www.thomasbullock.dneat.org/parents-hub/uniform/>
- All other items can be obtained from all major supermarkets
- Information about second-hand uniform:
  - Friends of Shipdham School Shop (Open Wednesday mornings)
  - Friends of Shipdham School uniform swaps and second-hand sales termly

## 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.

### 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 the School Business Manager, Headteacher or Deputy Headteacher if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform (families can apply for funding through the Thomas Bullock Trust)

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 headteacher if the situation doesn't improve. The newsletter will continuously remind parents to comply with the uniform policy.

Ongoing breaches of our uniform policy will be dealt with, through our school behaviour policy.

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 suggest an application to the hardship grant funding is made or an application for pupil premium is made.

## **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 every three years or when there is a change to the uniform. At every review, it will be approved by the full governing board.

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

This policy is linked to our:

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