

# SCHOOL UNIFORM POLICY

Northfield Manor Primary Academy



Approved by:

(on behalf of  
Academy Council)

Date:

21/12/22

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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 the head teacher who can answer questions about the policy and respond to any requests.

### 3. Limiting the cost of school uniform

We recognise that many of our families may be in different financial situations, and have taken this into consideration, alongside the need to maintain consistency and high expectations for our children, when reviewing our school uniform.

We have also taken into consideration:

- The socio-economic status of our school's community
- Pupil demographics
- Uniform of neighbouring schools or schools in your trust
- Views of your school community (based on findings from Poverty Proofing audit 2022).

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 school jumper, features the school logo.
- Removal of all optional branded items to a minimum, so that the school's uniform can act as a social leveller (including extra-curricular clubs).
- Avoiding different uniform requirements for different year/class/house 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
- Providing opportunities to donate and purchase second hand uniform – *Uniformd (platform for uploading and purchasing second hand uniform items).*



## 4. Expectations for school uniform

### 4.1 Our school's uniform

Cold Weather	Warm Weather	P.E
 <p>Two red long-sleeved jumpers/cardigans with school logos. A plain white polo t-shirt. Grey trousers, a black dress, and a grey pleated skirt. Black shoes. Black, grey, and white socks. Grey tights.</p>	 <p>A plain white polo t-shirt. Grey shorts and a grey pleated skirt. A red checkered/gingham dress.</p>	 <p>A plain white round-neck t-shirt. Plain black shorts. Black joggers/leggings. Black pumps. Trainers (one black, one white).</p>
<p>Red round-neck jumper/ cardigan with school logo</p> <p>Plain white polo t-shirt</p> <p>*Grey trousers/ dress/ skirt</p> <p>*Black shoes</p> <p>Black/ Grey/ White socks</p> <p>Grey tights</p>	<p>Red round-neck jumper/ cardigan with school logo</p> <p>Plain white polo t-shirt</p> <p>Grey shorts/ skirt</p> <p>Red checkered/ Gingham dress</p>	<p>Plain white round neck t-shirt</p> <p>Plain black shorts</p> <p>Black joggers/ leggings</p> <p>Black pumps</p> <p>Trainers</p>

- \* No jewellery except a wrist watch, simple studs for pierced ears or significant religious items.
- \* Trousers must be worn and not jeans and shoes are required and not trainers.
- \* A warm coat will also be required for cold weather

All of the above items can be purchased from any main retailers with the exception of school jumpers/ cardigans. These can be purchased from [www.myclothing.com](http://www.myclothing.com) or Kids essentials Northfield B31 2NN.

## 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)

### 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

If you have any difficulty obtaining the correct uniform, please contact the school and ask to speak to Mrs Sheldon for help and support.

### 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 phase leader and senior leadership team if the situation doesn't improve.

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

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

### 6. Monitoring arrangements

This policy will be reviewed on a bi-annual basis or where necessary changes have been identified. At every review, it will be approved by the school's Academy Council and Head teacher.

### 7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality Policy
- Anti-bullying policy
- Complaints policy

Signed (on behalf of Academy Council):

Date: