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| **Date of last review:** | September 2024 | **Review period:** | 3 years (as needed) |
| **Date of next review:** | September 2027 | **Type of Policy:** | School |
| **Approval by:** | Headteacher | **Signed:** |  |

Northfield Manor PrimaryAcademy

**Uniform Policy**

#

# Introduction

At Northfield Manor Academy, we believe that a uniform policy promotes a sense of pride, equality, and belonging among our students. Our uniform encourages a focused learning environment, reduces distractions, and fosters a strong sense of community. By wearing the same attire, students are reminded of their role as part of the school family, promoting unity and respect for one another. Our uniform policy is designed to create an inclusive and positive atmosphere where all children can thrive.

# **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

# Our school’s legal duties under the Equality Act 2010

The [Equality Act 2010](https://www.legislation.gov.uk/ukpga/2010/15/contents) 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 \*widely recognised 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.

***\* Adaptations will only be considered where health and safety considerations are not affected.***

# **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 our trust

 Views of our 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](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms) 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).*

# **Support for families**

We recognise that for some of our families, the cost of purchasing new uniform, may cause financial pressure. We aim to support families as much as possible by:

* Proving free uniform that we have collected
* Directing families to more affordable alternatives such as pre-used distributors
* Applying for grants to fund uniform purchases

### In the last academic year, we were able to provide:

|  |  |
| --- | --- |
| **Items provided:** | **Number of pupils:** |
| Donations to purchase winter coats | 10 |
| Donations to purchase new shoes | 13 |
| New uniform grants | 13 |
| Used uniforms | 20 |
| Donation of £20 asda vouchers | 32 |

Please contact Mrs Sheldon if you would like further support or information.

# **Expectations for school uniform**

Our school’s uniform:

|  |  |  |
| --- | --- | --- |
| Cold Weather  | Warm Weather  | P.E  |
|               |            |        |
| Red round-neck jumper/ cardigan with school logo Plain white polo t-shirt \*Grey trousers/ dress/ skirt \*Black shoes Black/ Grey/ White socks Grey tights  | Red round-neck jumper/ cardigan with school logo Plain white polo t-shirt Grey shorts/ skirt Red checkered/ Gingham dress  | Plain white round neck t-shirt Plain black shorts Black joggers/ leggings Black pumps Trainers   |

* 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

Other additions to uniform, such as false nails/ nail polish, make up or other such accessories are also not permitted.

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.

# **Expectations for our school community**

## 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)

## 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.

## Staff

Staff will closely monitor pupils to make sure they are in correct uniform and will:

* Have high expectations of uniform within their class.
* Promote children looking smart and wearing uniform correctly.
* Have discussions with parents where breaches of the uniform policy have been identified and provide opportunity to comply.
* Give advice as to where further support can be sought
* 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.

## 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


# Responding to Breaches of Uniform Policy

Staff, including teaching, support and senior leaders are responsible for monitoring the uniform of pupils in school.

### Where breaches of the Uniform Policy are identified the following sequence will be followed:

1. Class teacher to discuss with the parent, making them aware of the item that is incorrect and requesting that it is corrected.

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, offering any support that may be available.

1. Where the uniform breach has not been corrected within several days of the initial discussion, a follow up conversation will take place to determine the parent’s intentions.
2. Where the uniform breach continues or where a parent openly refuses to comply with the request, the teacher will share the information with the senior leadership team.
3. The senior leadership team will make contact with the parent to discuss the issue and seek a resolution.
4. Where a resolution has not been met and the parent continues to refuse to correct the uniform, it may be necessary to invoke sanctions, in line with the behaviour policy, until this is corrected.

# 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.

# Links to other policies

This policy is linked to our:

 Behaviour policy

 Equality Policy

 Anti-bullying policy

 Complaints policy