Spires Federation

Policy

OPENING DOORS

OPENING MINDS

School Uniform Policy

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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 Federation'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

Limiting the cost of school uniform

Our Federation 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 and PE tops, features the school logo
- Limiting items with distinctive characteristics to low-cost and/or 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

Expectations for school uniform

Our school's uniform

Dunston	Digby	Nocton
• White/Light blue polo shirt/blouse/shirt (with a collar) • Grey/black skirt, trousers, shorts or pinafore dress/blue and white gingham school dresses • Navy Blue sweatshirt/cardigan *	• White/Navy polo shirt/blouse/shirt (with a collar) • Grey/black skirt, trousers, shorts or pinafore dress/blue and white gingham school dresses • Navy Blue sweatshirt/cardigan *	• White polo shirt/blouse/shirt (with a collar) • Grey/black skirt, trousers, shorts or pinafore dress/red and white gingham school dresses • Red sweatshirt/cardigan*

*These may be with the school logo, provided by one of our suppliers, or plain.

All Schools

Grey/black/trousers/shorts/skirt all schools

Grey or black socks (White socks can be worn during the summer with dresses/skirts and grey, navy or black non patterned tights in winter)

Black school shoes – not trainer style shoes. (During the winter months boots may be worn to and from school and at playtimes but must be changed into school shoes whilst in school). No sandals allowed.

PE Kit

This can be worn to school on P.E days. Children may also come dressed in P.E kit on days they are attending a club.

As with the main uniform, there is no expectation that children come with branded items - alternatives can be bought from local supermarkets.

Dunston	Digby	Nocton
• Navy breathable t-shirt with logo (Uniform Direct) • Black/Navy PE shorts/leggings • Trainers	• Navy breathable t-shirt with logo (Uniform Direct) • Black/Navy PE shorts/leggings • Trainers	• Red breathable t-shirt with logo (Uniform Direct) • Black/Navy PE shorts/leggings • Trainers

Shin pads and football boots must be worn by those children participating in football club and matches.

During the colder months a black/Navy track suit may be worn when taking PE outside. This can be sources from local providers, such as supermarkets.

We would encourage children to bring a spare pair of socks to school in the winter.

Our uniform providers also sell school embroidered reversible jackets and PE bags.

Swimming Kit

Black/navy full swimming costume/trunks (no bikinis/ tankinis/ baggy shorts). Towel, swimming cap and comb.

Jewellery, Makeup and Hair

The only items that are considered appropriate are watches or studs worn in pierced ears. The school does not allow the wearing of other jewellery or cosmetics unless for cultural reasons, and then only if approved by the Executive Headteacher.

Please ensure that nail varnish, make up and temporary tattoos are removed prior to your child attending school. **Please note that staff are not allowed to remove or look after jewellery for children.**

As a school we recommend that you have your child's ears pierced as close to the summer holidays as possible so that they have the 6 week period to keep them in. If your child's earrings cannot be removed, your child will not be able to participate in gymnastics and swimming.

However for all other PE activities your child can cover their earrings with plasters/microporous tape if unable to be removed. This must be provided by the parent.

It is recommended that hair is tied back on a daily basis to reduce the spread of headlice, and this is compulsory whilst doing PE. Headbands are to match the uniform.

Unnatural hair colours are not permitted and you will be required return hair back to a natural colour.

Second-hand Uniform

Good-quality second-hand uniform may be available through the school. Parents and carers are encouraged to contact the school office to enquire about available items. While all schools have access to some second-hand uniform, the sizes, styles and condition of items may vary depending on current stock. We are happy to help families find suitable uniform wherever possible.

Where to purchase it

- Uniform Direct ® - Dunston St Peters C of E Primary School Uniform (uniform-direct.com)
- Uniform Direct ® - Digby Church of England Primary School Uniform (uniform-direct.com)
- Uniform Direct ® - Nocton Community Primary School Uniform (uniform-direct.com)

Unbranded uniform can also be bought from other providers, such as supermarkets.

We also have some pieces of unwanted uniform that can be given to help with costs please speak to the school office.

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)

Pupils are also expected to contact a member of the Senior Leadership Team if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 a member of the Senior Leadership Team 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:

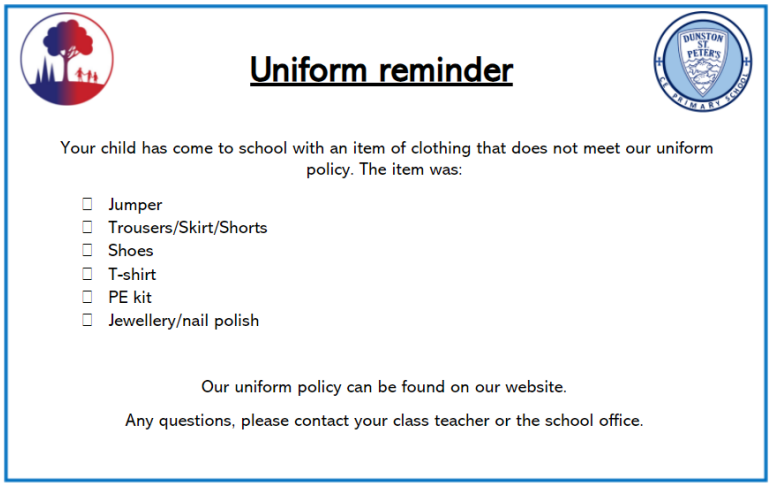
- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

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 Senior Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by initially sending a Uniform Reminder slips (see an example below). If a member of staff notices a child is not in the full, correct uniform or PE kit, then a slip will be sent home for attention. If the incorrect uniform continues, this will then be followed by a phone call or meeting by a member of staff to further discuss the breaches. If needed this could be escalated to a meeting with a member of the Senior Leadership Team.



Uniform reminder

Your child has come to school with an item of clothing that does not meet our uniform policy. The item was:

- ☐ Jumper
- ☐ Trousers/Skirt/Shorts
- ☐ Shoes
- ☐ T-shirt
- ☐ PE kit
- ☐ Jewellery/nail polish

Our uniform policy can be found on our website.

Any questions, please contact your class teacher or the school office.

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.

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.

Monitoring arrangements

This policy will be reviewed bi-annually by the Senior Leadership Team. At every review, it will be approved by Governing Body.

Links to other policies

This policy is linked to our:

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