

School uniform policy



Reviewed by: Finance, HR, Audit & Risk Committee, 16th June 2022

Approved by: FGB **Date:** July 2022

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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 (but this must be tied back and appropriate to the task / activity in hand, to comply with health and safety)
- 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. Pupils or their parents should get in touch with Mrs Laura Davey, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our main guiding principle for our policy on school uniform is colour.

- Headwear including scrunchies: black, blue or rainbow. The only exception to this is if there is a specific religious reason for wearing a certain colour.
- Clothing above waist – white or navy blue. We would prefer that jumpers / cardigans are those with the school logo. We have sourced a provider that supplies good quality items which wash well and are a reasonable price
- Clothing below waist – grey, black or blue

- Footwear – black
- We request that the children wear the branded PE shirt. We have sourced a provider that supplies good quality items which wash well and are a reasonable price
- We request that children look smart
- We request that uniform is regularly laundered and replaced when worn out / heavily stained / outgrown

Branded school uniform items are available from: Uniform Direct, 54 Babington Lane Derby DE1 1SX (Tel. 01332 342569)

The school uniform exchange is available by appointment with Mrs Davey. This works most effectively when families donate outgrown uniform too.

4. Expectations for school uniform

4.1 Our school's uniform

The uniform is a blue jumper with embroidered Akaal Primary School logo with a white polo t-shirt or a cardigan with an embroidered Akaal Primary School logo. This is worn with grey trousers/skirt and black shoes. Fleeeces, coats, sportswear and book-bags are all also available to purchase.



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), where the branded school jumper / cardigan is required

Pupils are also expected to contact Mrs Davey 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 are also expected to contact Mrs Davey 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 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.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher, Zoë Parkes, or Laura Hill, Office Administrator.

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

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 annually by the Finance, HR, Audit & Risk Committee. 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
- Charging and remissions policy

We are committed to equal opportunities for all, irrespective of race, gender, sexuality, disability or religion. We will monitor the impact of this policy to ensure compliance with this.