



## Policy for Uniform



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Responsible Officer	Headteacher
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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 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, the academies within our Trust 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 the Academy Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

### 3. Limiting the cost of school uniform

Academies within the Trust have 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 the academy 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.
- 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.
- 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/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.

#### 4. Expectations for school uniform

##### 4.1 Our school's uniform




	Every day	<ul style="list-style-type: none"> <li>• Navy sweatshirt with or without the academy logo</li> <li>• Navy cardigan with or without the academy logo</li> <li>• Grey/black trousers or shorts</li> <li>• Grey/black skirt</li> <li>• White shirt/blouse/polo shirt</li> <li>• Black school shoes, boots or fastening sandals. No crocs or sliders at all for health and safety reasons.</li> </ul>
	Winter extras	<ul style="list-style-type: none"> <li>• Waterproof coat</li> <li>• Hat and gloves.</li> </ul>
	Optional summer term uniform	<ul style="list-style-type: none"> <li>• Red checked dress</li> <li>• Grey/black school shorts</li> </ul>
	PE kit	<ul style="list-style-type: none"> <li>• Black shorts</li> <li>• White t-shirt/polo top</li> <li>• Red school sweatshirt or hoodie</li> </ul>
	Swimming kit	<ul style="list-style-type: none"> <li>• Swimming costume/swimming trunks</li> <li>• Towel</li> <li>• Swim hat</li> </ul>
	School bags	Children can have a book bag or other suitable rucksack to carry their possessions and class reading books in.
	Jewellery	It is not appropriate for children to wear jewellery. Small plain stud earrings may be worn which must be removed for PE unless first 6 weeks of piercing, when it will need to be covered. Smartwatches must not be worn.
	Hairstyles	Hairstyles should be appropriate for school. All long hair should be tied back.
	Make-up and nails	<ul style="list-style-type: none"> <li>• Make-up should not be worn.</li> <li>• No false nails.</li> </ul>

	Every day	<ul style="list-style-type: none"> <li>• Navy sweatshirt with or without the academy logo</li> <li>• Navy cardigan with or without the academy logo</li> <li>• Grey/black trousers or shorts</li> <li>• Grey/black skirt</li> <li>• White shirt/blouse/polo shirt</li> <li>• Black school shoes, boots or fastening sandals. No crocs or sliders at all for health and safety reasons.</li> </ul>
	Winter extras	<ul style="list-style-type: none"> <li>• Waterproof coat</li> <li>• Hat and gloves.</li> </ul>
	Optional summer term uniform	<ul style="list-style-type: none"> <li>• Blue checked dress</li> <li>• Grey/black school shorts</li> </ul>
	PE kit	<ul style="list-style-type: none"> <li>• Black shorts</li> <li>• Jade green or white t-shirt/polo top</li> <li>• Navy school sweatshirt or hoodie</li> </ul>
	Swimming kit	<ul style="list-style-type: none"> <li>• Swimming costume/swimming trunks</li> <li>• Towel</li> <li>• Swim hat</li> </ul>
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	PE kit	<ul style="list-style-type: none"> <li>• Shorts</li> <li>• T-shirt</li> <li>• Indoor sports footwear e.g. plimsolls</li> <li>• Trainers</li> <li>• Warm tracksuit</li> <li>• Lightweight waterproof jacket</li> </ul>

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Hairstyles	Hairstyles should be appropriate for school. All long hair should be tied back.
Make-up and nails	<ul style="list-style-type: none"> <li>Make-up should not be worn.</li> <li>No false nails.</li> </ul>

#### 4.2 Where to purchase it

Academy	Details
	<ul style="list-style-type: none"> <li>Branded academy can be purchased from Double G in King's Lynn. This has to be ordered via the school office.</li> <li>Unbranded uniform can be purchased from most major high street stores (e.g. Next, Matalan, M&amp;S, Primark), supermarkets (ASDA, TESCOs, Sainsbury's etc.) or online (e.g. Amazon)</li> <li>Pre-loved uniform is available from school at no cost to parents if needed. This is offered to all parents.</li> </ul>
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	<ul style="list-style-type: none"> <li>Branded academy uniforms can be purchased from Stratfords, King's Lynn (17 - 19 Hamburg Way, tel. no 01553 772043).</li> <li>Unbranded uniform can be purchased from most major high street stores (e.g. Next, Matalan, M&amp;S, Primark), supermarkets (ASDA, TESCOs, Sainsbury's etc.) or online (e.g. Amazon)</li> <li>Pre-loved uniform is available from school at no cost to parents if needed. This is offered to all parents.</li> </ul>

## 5. Expectations for our academy communities

### 5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the academy premises.
- Travelling to and from the academy.
- At out-of-school events or on trips that are organised by the academy, or where they are representing the academy (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

Parents/carers are also expected to contact the Academy 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.

Parents/carers are expected to lodge any complaints or objections relating to the uniform in a timely and reasonable manner.

Disputes about the cost of the uniform will be:

- Resolved locally.
- Dealt with in accordance with our Trust's Complaints policy.

Staff will work closely with parents/carers 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 support to comply. This will be followed up by senior leaders if the situation doesn't improve.

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 CEO

The CEO will review this policy and make sure that it:

- Is appropriate for our academies' context.
- Is implemented fairly across the academies.
- Takes into account the views of parents/carers and pupils.
- Offers a uniform that is appropriate, practical and safe for all pupils.

The CEO will also make sure that the uniform supplier arrangements give the highest priority to cost and value for money.

## **6. Monitoring arrangements**

This policy will be reviewed annually. At every review, it will be approved by the CEO.

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

This policy is linked to our:

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