

## Academy uniform policy

Blackthorns Community Primary Academy



|                                 |                |
|---------------------------------|----------------|
| <b>Applicable from:</b>         | September 2022 |
| <b>Local Board review date:</b> | 8.6.22         |
| <b>Future review date:</b>      | June 2027      |

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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 academy uniform

### 2. Our academy'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 academy 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 Matt King on [m.king@blackthornsprimaryacademy.org.uk](mailto:m.king@blackthornsprimaryacademy.org.uk), who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of academy uniform

Our academy 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 requiring that school jumpers and cardigans are brown and do not necessarily have to feature the school blue trim
- › Limiting items with distinctive characteristics to low-cost 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 leveler
- › Avoiding different uniform requirements for different year/class/house groups
- › 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 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

## 4. Expectations for academy uniform

### 4.1 Our academy uniform

- Blue shirt, blouse or polo shirt (plain or with logo)
- Brown school jumper or cardigan (plain or with blue school trim)
- Brown skirt/pinafore dress. Style must allow for maximum movement (styles which are 'mini' or 'ankle length' are **not** permitted).
- Trousers: grey or brown tailored trousers. Shorts: grey or brown tailored shorts. Jeans/corded jeans/leggings are **not** permitted.
- Blue/white checked or striped dress/playsuit for summer wear. Style must allow for maximum movement.
- Sensible shoes: black or brown. Trainers are **not** permitted. A change of suitable footwear is required for indoor use during wet weather.

- Plain brown, grey, black or white socks or tights.
- 'Extreme' haircuts are **not** permitted ('extreme' being any haircut that is considered to be a distraction to others).
- Jewellery is **not** permitted in school. If your child has an ear piercing then it is expected this will be a plain 'stud' only, which should be covered by surgical tape prior to PE or equivalent activity.
- Make-up of any description is **not** permitted in school.

#### P.E.

All children are required to have a change of clothes for P.E.:

- Blackthorns Sports Top (available from Broadbridges) or plain navy t-shirt
- Blackthorns Sports Shorts or Skort (available from Broadbridges) or plain navy shorts
- For any children in Reception who find the smallest sports kit too large, navy blue t-shirts and shorts may be worn.
- For year groups receiving swimming lessons, children will need their own swimming costume and towel.

#### NB:

Plimsolls/Trainers for PE use only. Plimsolls may be worn as indoor footwear in wet weather should parents so choose. Trainers may **not** be worn.

When playing outdoors in cold weather it is essential that warm clothing is worn in addition to shorts and T shirt, i.e. a plain navy / dark coloured tracksuit.

If football is being played, a pair of studded boots are also desirable.

All items of PE clothing should be clearly named and brought to school on the correct days.

Hooded tops and fleeces can be purchased from Broadbridges. These are optional for warmth outside and will not be worn instead of a school jumper or cardigan on standard uniform days.

School branded kit will available to loan out for sporting competitions where this is necessary.

Boots may be worn outside in the winter, but should not be worn in school.

#### 4.2 Where to purchase it

- Quality second hand uniform is available through our parent body, Friends of Blackthorns. Email [PTA@blackthornsprimaryacademy.org.uk](mailto:PTA@blackthornsprimaryacademy.org.uk) for further details.
- Academy specific uniform can be purchased at Broadbridges Uniforms and non-branded alternatives can be found at major UK supermarkets (see Appendix: Cost of uniform research 25.4.22)

## 5. Expectations for our academy 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 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)

Pupils are also expected to contact Mr. King at school 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 Matt King, [m.king@blackthornsprimaryacademy.org.uk](mailto:m.king@blackthornsprimaryacademy.org.uk) 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 Trust complaints policy

The academy 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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by establishing communication between the parents or carers of the pupils concerned and members of the school leadership team. Individual plans will be set in place to support and monitor the situation.

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 Board of Trustees

The Board of Trustees has delegated the review of this policy to the academy Local Board who make sure that it:

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

The Local 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 every five years by the Principal. Every review will include the requirement to consult with the academy Local Board who will subsequently report the outcome of the review to the Board of Trustees.

#### 7. Links to other policies

This policy is linked to our:

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

#### Appendix: Cost of uniform research 25.4.22

| Broadbridges                                     |       |                         |  |
|--|-------|-------------------------|--|
| Male   |       | Female                  |  |
| Jumper   | 15.50 | Jumper/Cardigan         | 15.95  |
| Polo shirt                                       | 8.50  | Polo shirt              | 8.50   |
| Trousers   | 12.00 | Trousers/Skirt/Pinafore | 12.00/(Skirt/pinafore not on website)          |
| PE Polo  | 12.95 | PE Polo                 | 12.95  |
| PE short   | 9.95  | PE short/skort          | 9.95/12.95                                     |
|  | 58.90 |                         | 59.35/+3.00(skort)/Unknown with skirt pinafore |
| Superstore (George at Asda online as of 25.4.22) |       |                         |  |
| Jumper   | 4.00  | Cardigan                | 5.00   |

|               |       |                          |   |
|---------------|-------|--------------------------|---|
| Polo shirt    | 1.50  | Polo shirt               | 1.50  |
| Trousers      | 3.00  | Trousers/Skirt/Pinafore  | 3.00/3.50/5.50  |
| PE Plain navy | 1.50  | PE Plain navy            | 1.50  |
| PE short navy | 2.00  | PE short navy/skort navy | 2.00/3.50   |
|               | 12.00 |                          | 13.00<br>+0.50(skirt option)<br>+2.50(pinafore option)<br>+1.50(skort option) |

This table shows that there are various choices and prices available to parents. The school policy requires pupils to wear uniform, but it does not demand that this is branded. The second hand school shop run by Friends of Blackthorns also holds good quality items that have been passed on.