

# Academy uniform policy

## Silverdale Primary Academy



**SILVERDALE**  
PRIMARY  
ACADEMY

<b>Applicable from:</b>	September 2022
<b>Local Board review date:</b>	Agreed 13.6.2022
<b>Future review date:</b>	June 2027

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### 1. Aims

This policy aims to:

Our policy on school uniform is based on the belief that we are pleased to wear a uniform that:

- Promotes a sense of pride in our school
- Helps to create a sense of community and belonging towards the school
- Identifies pupils with the school
- Supports the school's commitment to inclusion in line with the Equality Act 2010
- Prevents pupils from wearing 'fashion clothes' that could be distracting in class
- Is practical, smart, and designed with health and safety in mind
- Is considered to be good value for money

### 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 the Academy Office ([office@silverdaleprimaryacademy.org.uk](mailto:office@silverdaleprimaryacademy.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 asking that the jumper worn over the polo shirt, features the school logo
- By enabling children to wear unbranded uniform as long as this matches the Academy colours of a Navy sweatshirt and white polo shirt.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as bookbags
- Considering cheaper alternatives to school-branded items, such as unbranded sweatshirts or polo shirts
- 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

- All clothing to be named please.
- Plain grey or black trousers
- Plain grey or navy blue skirt
- Grey or black tailored shorts (summer months)
- Black, grey or navy tights
- Black, grey, navy or white socks

- Grey or navy pinafore dress
- Navy and white gingham patterned dress
- Plain white polo short printed optionally with the academy logo
- Plain navy sweatshirts or sweat cardigans/fleeces, optionally printed with the academy logo

## Sports Kit

- To be stored in a named PE bag
- Plain white t-shirt
- Plain navy shorts
- Tracksuits or joggers for PE in colder weather
- Sturdy trainers for outdoor games
- Trainers or plimsolls for indoor games
- Swimming costume/swimming hat (compulsory) and towel

## Footwear

- To be named please
- Black, flat-soled shoes

## 4.2 Where to purchase it

Uniform embroidered with the Academy badge can be purchased from SuperStitch86 (<https://www.superstitch86.co.uk/product-category/primary-schools-academies/silverdale-primary-academy/>) or Sussex Uniforms <https://www.sussexuniforms.co.uk/collections/silverdale>)

Non-branded uniform is readily available at local supermarkets (ASDA, Morrisons, Sainsburys, Tescos) and high street stores (Marks & Spencers, NEXT)

Second-hand uniform can be purchased via our online secondhand clothing store (<https://app.uniformd.co.uk/items/162>) and through second hand sales organized throughout the academy year

## 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 the Principal ([office@silverdaleprimaryacademy.org.uk](mailto:office@silverdaleprimaryacademy.org.uk)) 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 the Principal ([office@silverdaleprimaryacademy.org.uk](mailto:office@silverdaleprimaryacademy.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 Mr Christopher Wright (Assistant Principal).

Breaches of the uniform policy will initially result in a reminder being sent to parents. Children may also be provided with for the day, and required to wear, replacement items of uniform if they come to school in the incorrect uniform e.g. a school jumper, black shoes etc.

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 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

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