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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, disability, 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.
- 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 Marcus Still, Principal (01444 482524), who can answer questions about the policy and respond to any requests

3. Limiting the cost of academy uniform

At Lindfield Primary Academy, we are very clear that the cost of uniform should not, and must not, be a barrier or cause for concern for our parents.

Lindfield Primary Academy is proud to have a distinctive uniform which allows children to feel connected and part of the community. However, the academy also ensures that there are not unnecessary costs associated with this and regularly listens to, and acts upon, parental feedback on

any issue that arises. The academy also ensures that costs are broadly in line, if not below, those of other local schools both within and outside the University of Brighton Academies Trust.

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. At Lindfield Primary Academy, there are no mandatory branded items although the green jumper and yellow polo shirt are desirable. There are other distinctive items such as PE kits, but these are also optional.
- 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
- Signposting families in receipt of the Pupil Premium allowance to support with uniform costs
- 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

The Lindfield Primary Academy uniform consists of several items. Although there are no mandatory items, the branded items are desirable if at all possible.

Branded items:

- Green Lindfield Primary Academy Jumper/Cardigan
- Yellow Lindfield Primary Academy Polo Shirt

- White and Green Lindfield Primary Academy PE Top

Unbranded items:

- Grey trousers or shorts
- Grey or white socks
- Grey or black tights
- Grey leggings
- Green and white checkered dress/playsuit
- Grey skirt
- Green PE shorts
- Predominately black school shoes or trainer type shoes
- Plimsolls/trainers for PE and sport sessions

Acceptable generic items:

In order to remove any barrier or inequality due to costs, the following items can be used at the academy's discretion:

- Yellow polo shirt
- Dark green jumper/cardigan
- White PE t-shirt

There may be some occasions/periods of time where additional clothing is required:

- The children in Year 3 take part in swimming activities during the summer term. Children may wear their own swimming costumes and trunks/shorts. Goggles are advised.
- The children in Year 4 take part in an onsite Forest School. Warm, comfy outdoor clothes and boots children already own are suitable for this activity.
- For Sports Days, children wear a t-shirt of their House team (red, blue, yellow or green). The PTA sell branded t-shirts for those who wish, although plain t-shirts in the colour of the house team are sufficient.
- World Book Day and Christmas Jumper Day see children dressing up in costumes or seasonal wear. There is no expectation on the scale of these outfits and dressing up is entirely optional.

Jewellery:

- The academy recognises that some children may wear jewellery for religious, medical or personal reasons. Stud earrings, inconspicuous necklaces and small hair accessories are acceptable. Overtly large, dangly jewellery is not accepted as this can cause risk to the child wearing it and their peers. All jewellery is expected to be removed for PE lessons unless exemption is given by the Principal on an individual basis.

Shoes, bags and coats:

- Children should wear shoes that are predominantly black. These shoes can be 'school shoes' or trainer style shoes for comfort. Shoes for PE and academy sport activities should be provided separately wherever possible.
- Children are encouraged to bring a small bag to the academy daily with the items they require (such as water bottles, packed lunches, home/school communication books, etc.).
- Branded book bags are available for purchase but are not mandatory.

- PE kits can be put in separate small draw-string bags to be hung on pegs in cloakrooms.
- There are no branded coats and jackets for warmth so these can be of any type. We strongly suggest these are named to avoid them being lost.

Exemptions and adaptations:

- There may be very good reason why a child requires an exemption or adaptation to the academy uniform, for example, due to a protected characteristic such as disability. The academy will happily work with parents and children on a case-by-case basis to ensure that every individual child's needs are met.

4.2 Where to purchase it

Uniform for children attending Lindfield Primary Academy can be sourced from different avenues:

- Branded items can be purchased from Broadbridges or Sussex Uniforms
- All other items can be bought from local high-street retailers
- The academy regularly hosts PTA second-hand uniform sales where items can be purchased for discounted amounts. These events are publicised on the PTA Facebook page and sent to parents/carers via ParentMail
- Prior to events such as World Book Day and Christmas Jumper Day, the PTA run collections and second-hand sales to limit any costs for parents wishing for their child to take part

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 (via their parents if necessary) are also expected to contact Marcus Still, Principal (01444 482524), 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 Marcus Still, Principal (01444 482524), 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 involve a meeting between parents/carers and Vanessa Smith, Vice Principal, over the barriers involved and the plan for addressing these.

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:

- Good Behaviour policy
- Equality information and objectives statement
- Preventing bullying policy
- Complaints policy