

<b>Policy title</b>	Uniform Policy
<b>Written by</b>	Carly Welch, Principal
<b>Policy owner</b>	Carly Welch, Principal

<b>Status</b>	Approved
<b>Summary of change</b>	No changes

## 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

## 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 Principal via email to [principal@thebairdprimaryacademy.org.uk](mailto:principal@thebairdprimaryacademy.org.uk), who can answer questions about the policy and respond to any requests

## Limiting the Cost of Academy Uniform

We recognise that uniform can have a significant cost implication for parents and carers and that wear and tear on children's uniform can be challenging for families to manage. For this reason, we strive to support our families whilst also maintaining a clear sense of belonging for our pupils.

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 and 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 features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 years or class 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 and carers 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 / carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## Expectations for Academy Uniform

### Our Academy Uniform

At The Baird Primary Academy we believe that uniform enables pupils to feel a sense of belonging and to feel secure in their environment, free from judgement. It encourages pupils to take a sense of pride in their appearance. For this reason, **we expect all pupils to be in full uniform at all times.**

To ensure that we are able to look after items of clothing appropriately, we ask all parents and carers to name their child's clothing prior to bringing it into school. We ask that **all items of clothing are named** including PE kit, book bags, lunch boxes and coats.

Our school uniform consists of the following essential items:

- Purple sweatshirt / cardigan with embroidered Academy logo – this is a compulsory branded item and all pupils will require the branded version.
- Purple Tie – this is a compulsory branded item for all pupils from Year 1 to Year 6.
- White polo shirt / white collared shirt – these are non-branded and generic
- Dark grey or black trousers, shorts, skirt or pinafore dress – these are non-branded and generic
- Plain black school shoes or plain black trainers without markings or logos – these are non-branded and generic.

Summer uniform may also include (these are not essential items and are all generic and non-branded):

- Purple and white summer dresses (checked, striped, etc. – full pattern on both the top and bottom of the dress) – these are non-branded and generic
- Plain black or white securely fastened sandals.
- Sun hats (to be worn outside only)

It remains a parental choice as to whether your child wears summer uniform or not.

Pupils will also require a coat in the winter months however this is generic and non-branded. Pupils may wear any coat suitable for outdoor school playtimes and inclement weather.

All pupils will require a book bag – these do not have to be branded but branded ones are available. Book bags need to come into school every day.

Pupils will also need a bag to keep their PE kit in and a separate bag to keep their lunch in (if having a packed lunch). These can take any format, are not branded and are generic, but we ask that parents / carers do not send children with enormous rucksacks as we have limited storage space for both PE bags and lunch bags. Again, we ask that parents and carers name these to ensure they are well looked after.

### Our PE Uniform

All pupils require a full PE kit in school at all times. This consists of non-branded, generic items only:

- Plain white t-shirt
- Black or navy shorts
- Plimsolls or trainers
- Black or navy jogging bottoms and sweat tops may be worn in the winter

During Year 4, pupils attend swimming lessons as part of the PE curriculum. Pupils will require appropriate swimwear for these sessions e.g. swimming shorts/trunks / swimming costume / bikini. The Academy provides a swimming hat for all pupils.

Parents and carers should also be advised that:

- The only branded items that are required as part of our policy are the jumper / cardigan and the tie. All other items are generic and can be purchased at a range of places.
- Coloured trainers, boots or high heeled shoes are not permitted as part of school uniform. Pupils may wear coloured trainers for PE but should have plain black trainers or shoes for the remainder of the day.
- Purple branded fleeces with the embroidered Academy logo are available for outdoor use only but these are optional and parents and carers do not need to purchase these
- One pair of gold or silver stud earrings may be worn. No other jewellery is permitted.
- Children may wear a watch. No bracelets/ bands are permitted (except Academy Times Table Bands)
- There should be no key rings or attachments hanging off of pupil's uniforms.
- We advise children to wear long hair tied back. Hair should be of natural colour. Hair styles should be appropriate for a school environment.
- Make-up and nail varnish are not permitted.

### Where to Purchase our Uniform

Branded items of uniform (jumper / cardigan / tie) are available from the following organisations:

Superstitch 86 – <https://www.superstitch86.co.uk/product-category/schoolwear/primary-schools-academies/baird-academy/>

Superstitch 86 also have a store which is located at:

7 Castleham Road  
Hastings  
TN38 9NR

Sussex Uniforms – <https://www.sussexuniforms.co.uk/collections/the-baird>

Sussex Uniforms is an online only stockist and therefore they do not have a store locally.

Whilst these companies also stock the other items of uniform, parents may find it more affordable to purchase these from supermarkets or other high-street retailers.

Parents can also obtain second-hand uniform by contacting the academy via email at [safeguarding@thebairdprimaryacademy.org.uk](mailto:safeguarding@thebairdprimaryacademy.org.uk). Obviously we have a limited stock of second-hand uniform available and may not always have the required size but we will strive to help wherever we can. Second hand

uniform is often sold at our Christmas and Summer fairs, dependent on the stocks available at the time. Hastings Advice and Representation Centre (HARC) stock a range of pre-loved school uniform items for sale at greatly reduced prices at 186 Queens Road, Hastings, TN34 1RG.

## Expectations for our Academy Community

### 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 if they want to request an amendment to the uniform policy in relation to their protected characteristics. The Principal's office is located in the KS2 corridor and pupils can easily drop in and speak to her.

### 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 via email on [principal@thebairdprimaryacademy.org.uk](mailto:principal@thebairdprimaryacademy.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.

### 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 does not improve.

Ongoing breaches of our uniform policy will be dealt with initially through a meeting with parents which may include some coaching with the pupil. The reasons behind the uniform policy breach will be discussed and explored and support provided to address this.

In extreme cases, the pupil's uniform may be provided by the academy and kept in the academy so that the pupil changes in and out of the uniform each day. This would then be washed by the academy.

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.

### 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.

### 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.

### Links to Other Policies

This policy is linked to our:

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