

Policy title	Uniform
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Policy owner	Susan Stickleby

Status	Approved
Summary of change	N/A

Equality Impact Assessment date	
JCC consultation date (People policies)	N/A
Approval date	September 2022
Approval authority	Local Governing Body – 24 th June 2022
Review date	June 2027

1. Purpose/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. Legislation and statutory guidance

Equality Impact Assessment

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 Susan Stickleby, Principal, 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
 - 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

Our academy uniform

- Required uniform: Bottle Green Jumper/Cardigan with academy logo, white polo shirt with academy logo, house coloured t-shirt with academy logo. The house a child is put in will remain the same for the entire time they attend the academy.
- Optional Branded Items: Bottle Green PE Hoodie, Book Bag, Rain Coat, PE Bag, Sun Cap
- At Holmbush, we accept non-branded alternatives to all items of the academy uniform. Items worn must meet the colour/style expectations. Pupils should also wear dark grey trousers/skirt/shorts. Dark grey or black tights may also be worn.
- For PE lessons, pupils are expected to wear bottle green shorts, black or dark grey joggings bottoms and a house coloured t-shirt.
- Where pupils take part in swimming lessons (Year 2 – Year 6) they are required to wear a once piece swimming costume/swimming trunks and a swimming hat. There is no specified colour or style. Goggles are optional.
- Pupils may wear a watch and a small pair of stud earrings to school. All jewelry must be removed for PE lessons. Where jewelry is worn for religious reasons, this will be agreed by the Principal. Long hair should be tied up.
- Pupils are required to wear plain black shoes or trainers.
- In the summer, pupils may wear a green summer dress/playsuit.

Where to purchase it

- All items of both branded and non-branded uniform can be purchased through First4Uniform <https://www.first4uniform.com/school-uniform-category/holmbush-primary-academy/>
- Non branded uniform can be purchased from many high street stores including Tesco. Asda, Sainsburys and Marks and Spencer.
- The academy holds a 'uniform swap' at least once per year where parents are able to recycle second-hand uniform. Holmbush Primary Academy are keen to support families, therefore there is no charge for this.

5. 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 Susan Stickley, Principal, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Susan Stickley, Principal, 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 doesn't improve.
- Ongoing breaches of our uniform policy will be dealt with by Susan Stickley, Principal.
- 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.

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.

Links to other policies

This policy is linked to our:

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