



<b>Policy title</b>	Uniform Policy
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<b>Policy owner</b>	Robert Smith (Principal)

<b>Status</b>	Approved
<b>Summary of change</b>	/

<b>Approval date</b>	13 <sup>th</sup> June 2022
<b>Approval authority</b>	Principal
<b>Review date</b>	June 2027

## **1. Purpose/aims**

This policy aims to:

- i. Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- ii. Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- iii. Clarify our expectations for academy uniform

## **2. Legislation and statutory guidance**

2.1 The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

2.2 To avoid discrimination, our academy will:

- i. 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.
- ii. Make sure that our uniform costs the same for all pupils.
- iii. Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back).
- iv. Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable.
- v. Allow pupils to request changes to swimwear for religious reasons.
- vi. Allow pupils to wear headscarves and other religious or cultural symbols.
- vii. Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the academy Principal via [principal@churchwoodprimaryacademy.org.uk](mailto:principal@churchwoodprimaryacademy.org.uk), who can answer questions about the policy and respond to any requests.

## **3. Limiting the Cost of Academy Uniform**

3.1 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.

3.2 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.

3.3 We will make sure our uniform:

- i. Is available at a reasonable cost.
- ii. Provides the best value for money for parents/carers.

3.4 We will do this by:

- i. Carefully considering whether any items with distinctive characteristics are necessary.
- ii. Limiting any items with distinctive characteristics where possible.
- iii. 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.

- iv. Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes.
- v. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller.
- vi. Avoiding different uniform requirements for different year/class/house groups Avoiding different uniform requirements for extra-curricular activities.
- vii. Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels.
- viii. Making sure that arrangements are in place for parents to acquire second-hand uniform items.
- ix. Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes.
- x. 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 Academy Uniform**

- i. No branded items of uniform at Churchwood Primary Academy are a requirement.
- ii. Black or grey skirt, trousers, shorts or pinafore dress
- iii. White or burgundy polo shirt or blouse
- iv. Burgundy sweatshirt or cardigan
- v. Black, grey, white or bottle green socks or tights
- vi. Burgundy and white checked or striped summer dress
- vii. Dark coloured, flat outdoor shoes or boots

##### **4.2 PE Indoor / Outdoor Kit**

- i. Black shorts or black tracksuit bottoms (non branded)
- ii. White or burgundy t-shirt, black trainers (no-logos) or plimsols.
- iii. No jewellery can be worn for PE.
- iv. Long hair must be tied back.
- v. Swimming – swimming costume (1 piece) or swimming trunks and swimming hat

**4.3 Jewellery** – in the interests of safety only plain stud earrings (neutral colours) and a small watch may be worn. There should be no make-up, nail varnish, temporary tattoos or hair colours. Hair accessories should be in school uniform colours.

#### **5. Where to purchase it**

**5.1** Uniform for Churchwood can be purchased from all local supermarkets. Cardigans and jumpers with the academy's logo are available from Superstich 86 either in store or via the website <https://www.superstich86.co.uk/>

5.2 As an academy we keep a stock of second-hand uniform that is available for free through the academy's Parent Support Advisor.

## **6. Parents and carers**

6.1 Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- i. Clean Clearly labelled with the child's name
- ii. In good condition

6.2 Parents are also expected to contact the Principal via [principal@churchwoodprimaryacademy.org.uk](mailto:principal@churchwoodprimaryacademy.org.uk) if they want to request an amendment to the uniform policy in relation to:

- i. Their child's protected characteristics
- ii. The cost of the uniform

6.3 Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

6.4 Disputes about the cost of the school uniform will be:

- i. Resolved locally
- ii. Dealt with in accordance with our Trust complaints policy

6.5 The academy will work closely with parents to arrive at a mutually acceptable outcome.

## **7. Staff**

7.1 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.

7.2 Ongoing breaches of our uniform policy will be dealt with in line with the academy's behaviour policy.

7.3 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.

## **8. Board of Trustees**

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

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

- 8.2 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.

## **9. 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.

## **10. Links to other policies**

This policy is linked to our:

- i. Behaviour policy
- ii. Equality information and objectives statement
- iii. Anti-bullying policy
- iv. Complaints policy