

# School Uniform Policy

## Stanley Grove Academy



**Approved by:** Stanley Grove Local Board      **Date:** April 2024

**Next review due by:** April 2025

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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 school uniform

### 2. Our school'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 school 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 and carers to get in touch with the Headteacher who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

Our school 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/carers' 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and trainers
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers 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

## 4. Expectations for school uniform

### 4.1 Our school's uniform

**Our uniform consists of:**

#### **Winter – November to March**

Plain navy skirt or pinafore (**knee length**)

Plain tailored navy trousers

Plain navy sweatshirt, cardigan or fleece (**no hoodies**)

Plain white shirt, blouse or polo shirt

Plain black shoes/boots (**not trainers**) Laces should be black.

**Plain** white or navy socks/ tights (**not trainer socks**)

#### **Summer – April to October**

In addition to the above children can opt to wear:

Tailored navy shorts (**knee length**)

Plain white polo shirt

**Dark blue** and white gingham dress (not playsuits or half plain dresses)

Plain black or white sandals (**not trainers**)

**Plain** white or navy socks (**not trainers socks**) – please note children **must** wear socks.

#### **Indoor PE kit**

Plain navy shorts (just above the knee) or skorts (no logos or stripes/piping and not Bermuda or cut-off jeans) or plain navy leotard.

Plain white **short sleeved** t-shirt (not polo shirt)

On indoor PE days children must wear either uniform or jogging bottoms over the top of their shorts as PE shorts cannot be worn as a uniform item during the day.

### **Outdoor PE kit**

Trainers

Plain navy tracksuit, jogging bottoms or leggings and plain navy sweatshirt or fleece (no logos or stripes/piping)

Plain white t-shirt (not polo shirt)

### **Outdoor learning kit**

Trainers or wellies as a change of footwear (must be brought in a carrier bag)

Plain navy tracksuit, jogging bottoms or leggings and plain navy sweatshirt or fleece (no logos or stripes/piping)

Plain white t-shirt (not polo shirt)

### **Hair Accessories**

These need to be functional and fit in with the school colours, plain with no sports logos etc. and be small and discreet. Any which do not comply with this will be asked to be removed and will need to be collected by an adult from the school office.

### **Jewellery**

The only jewellery allowed, for health and safety reasons is a watch and one pair of small, round, ball type, plain gold/silver stud earrings. Should your child be wearing any other jewellery, they will be asked to remove it and take it to the school office. The jewellery will then need to be collected by an adult. If you do not wish your child to wear earrings for PE, please ensure they do not wear them for school or are able to remove them without adult help.

For children who go swimming, the swimming pool staff so not allow earrings to be worn. They should be covered with a swimming cap or removed for the session.

### **Outdoor coats**

To enhance the children's learning experiences in school, children will access the outdoors in all weathers, including snow and therefore they need a suitable outdoor coat in school at all times.

School uniform can be purchased in any supermarket. However if a sweatshirt with a logo is wanted then these can be ordered via the school office. Bookbags with the school logo are also available.

For example pictures of school uniform, please see the school website.

## **5. Expectations for our school 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 school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact the Headteacher 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/carers are also expected to contact the Headteacher 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/carers 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 school's complaints policy

The school will work closely with parents/carers 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the headteacher. 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 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents/carers 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 as often as we think is appropriate and manageable by the Headteacher. At every review, it will be approved by the full governing board.

## 7. Links to other policies

This policy is linked to our:

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

