

School Uniform Policy

DUKE OF NORFOLK CE PRIMARY SCHOOL



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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 to get in touch with the Senior Leadership Team (SLT) 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' 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

- > 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 groups, and where this is done such as prefect jumpers, the school will provide these.
- > Avoiding different uniform requirements for extra-curricular activities
- > Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters, labels, or bands
- > 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 school uniform

4.1 Our school's uniform

- > Sweatshirt, jumper or cardigan – either royal blue with school logo or plain royal blue (hoodies and fleeces for outdoor use only, with exception to Year 6 Leavers' hoodies in the summer term)
- > Trousers/skirt/**tailored** shorts or pinafore – grey (no leggings or cycling shorts)
- > Polo shirt – either white with school logo or plain white
- > Shoes – sensible and smart flat black school shoes (no trainers or sandals)
- > Summer dress – blue and white stripes or gingham
- > Grey or white socks or grey tights

Expectations for PE and swimming kit

- > Plain royal blue T-shirt with or without school logo
- > Plain black shorts
- > Black pumps/trainers
- > Black tracksuit bottoms and an either an old school sweatshirt or a black sweatshirt for the cold weather
- > UKS2 Swimming: towel, one piece swimsuit, including burkinis, trunks/lined shorts which must be above the knee

Expectations for jewellery and hairstyles

- > For health and safety reasons, children should not wear jewellery at school, although a watch is allowed.

- > If your child has pierced ears then ONLY studs should be worn - no hoops are allowed. Health and Safety regulations demand that earrings are removed for swimming and PE/dance lessons, and your child should remove them personally or have them covered with tape

Expectations for shoes, bags and coats

- > Shoes - sensible and smart flat black school shoes (no trainers or sandals)
- > School logo book bags and PE bags (available from uniform providers above) or generic royal blue book bag and pump back. Please avoid bulky backpacks as we have very limited storage space
- > An appropriate coat so that the pupils can play outside, including in light rain. No specific colour

Our school has a commitment to value pupils' religious freedoms, gender expression, disability equality and cultural diversity, so will consider flexibility to this uniform code on a case-by-case basis, but may need to deny some requests on the grounds of health and safety.

4.2 Where to purchase uniform

- > All of our uniform items are widely available from most high-street retailers
- > Items with a school logo can be ordered in the following ways:
 - in store or online from Bulldog Fashions who are situated on Surrey Street in Glossop. Their opening hours are Monday to Friday 9am until 5pm and Saturday 10am until 4pm.
 - in store or online from Kidstop, who are based at 49 Market Street, Hyde
- > Our Parent Teacher Association (PTA) will arrange a second-hand uniform sale at regular intervals throughout the year
- > School will publicise details of local uniform exchange schemes, for example through our local education authority

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 SLT 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 the SLT 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 school's complaints policy

The school 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 headteacher if the situation does not 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 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 two years. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

- > Behaviour policy

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