

# SOKE EDUCATION TRUST

## School Uniform Policy

Headteacher	Signature	
Chair of Governors	Signature	
Approved Date		
Review Date		

## School Uniform Policy

### 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

### Legislation and Guide

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

### Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable and 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 and/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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

### **Expectations for school uniform**

#### **Our school's uniform**

Our uniform expectations include:

Items marked with a \* are available from Shotbowl; they are embroidered with 'Norbert' our frog. Branded uniform is not compulsory.

White or red polo shirt\* or white shirt

Red sweatshirts or cardigans\*

Charcoal grey trousers, shorts, skirt or pinafore (not black)

Red gingham summer dress

Charcoal grey or red tights (not black). Red, grey or white socks for girls

Grey, black or white socks for boys

PE uniform. Navy Northborough sport top\* or plain navy t-shirt/ black shorts and/or jogging bottoms and trainers. Swimming: Swimming costume or swimming trunks and a towel.

Northborough branded school coat\*

Smart black school shoes with a good tread for safe outdoor play

Trainers for PE with good tread

Outdoor shoes or wellingtons as the school field is open in all weathers.

PE bags\*

Book bag\*

Sunhats or caps\*

A clearly labelled water bottle is essential

Children must not wear: Nail varnish, Sportswear in place of a school sweatshirt i.e. hoodies of any description or open toed footwear.

#### **Jewellery:**

Rings, necklaces, bracelets etc. should not be worn to school. Such items can easily be lost or damaged, causing upset. Please treat them as "special items" to be worn on occasions outside of school.

For safety reasons, no earrings other than studs should be worn in school. Indeed, studs can lead to injury to the neck and ears during PE, swimming and games and need, therefore, to be removed or covered with microtape (provided by the parent) at such times.

**Staff are not responsible for the safe-guarding of any jewellery brought into school by the children.**

#### **Where to purchase it**

Our school uniform supplier is Shotbowl in Market Deeping. Shotbowl have been supplying high quality, affordable school uniform to other schools in an around Peterborough for many years and we feel confident they deliver great products and service to our families.

We have added a Northborough branded red school coat to our recommended list. After consulting with Shotbowl and other Primary Schools similar to Northborough, we understand the coats are very popular and also affordable. In terms of price, Shotbowl are comparable if not cheaper (some items) than our previous supplier which is great news!

#### **Shotbowls Ltd address**

2 Blenheim Way  
Northfields Ind Est  
Market Deeping  
Peterborough  
PE6 8LD

Tel: 01778 348788

Email: [shop@shotbowl.com](mailto:shop@shotbowl.com)

Non branded uniform can be purchased from supermarkets and other clothing shops.

The School also organises uniform swaps throughout the year.

### **Expectations for our school community**

#### **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)

#### **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 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 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.

## **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 accordance with the school's Behaviour policy

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.

## **Governors**

The local governance committee 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
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The committee 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.

## **Links to other policies**

This policy is linked to our:

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