



# **POLICY DOCUMENT**

For use by all member schools

## **Uniform Policy**

	<b>Name</b>	<b>Date</b>
Version 1.0	Gulcin Sesli, CEO (Acting)	January 2023

## **Aims**

This policy aims to:

- Set out the Trust 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.

## **Our Trust'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 schools 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 school SENCOs or Inclusion Manager, who can answer questions about the policy and respond to any requests.

## **Limiting the cost of school uniform**

Our schools have 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:

- 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, 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
- Considering alternative methods for signalling differences in groups for inter school competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items from our PTA who often have a large stock of spare uniforms.
- 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

## **School uniform expectations**

Please refer to the Uniform section under the Parent tab on the school website for the specific uniform list for each school.

## **Where to purchase school uniform**

Items with logos (including school sweatshirts/jumpers, t-shirts, book-bags and school ties).  
Midfield Primary School / Leeson's Primary School - Graduates Schoolwear, 201 High Street, Orpington, Kent, BR6 0PF

Hayes Primary School - PTA shop on site

St Mary Cray Primary Academy - Bandbox Logos, 23 Wellington Road, Orpington, Kent, BR5 4AG

Elmstead Wood Primary School - JK Clothing, 148 Well Hall Road, Eltham, SE9 6SN

In addition to this, the school and PTA hold a stock of donated pre-worn uniforms available to parents/carers. Please see the school websites for details.

Items without logos can be bought from high street shops and supermarkets.

## **Additional Information Related to Uniform and Presentation**

### **Jewellery**

Children may wear one small stud in each earlobe. Other jewellery of any description is not permitted. Nose piercings, lip piercings, tongue piercings or any other form of piercings are not acceptable in our school.

### **School Bags**

Pupils should bring a bag to school in order to carry the items necessary for school. A school logoed book bag or plain coloured black or dark blue rucksack is acceptable.

### **School Shoes**

School shoes should be functional, not fashion items. Plain black shoes are acceptable. Any other form of shoe (i.e. canvas, leisure, training shoes, boots of any description or labelled shoes) are not acceptable. This list is not exhaustive – it serves only as examples. If certain

shoes are required because of a medical need, a supporting letter from a health professional may be required.

### **Make-up**

Pupils are not allowed to wear make-up of any description. Medical exemptions may require a current Consultant Dermatologist letter. Fake tan is unacceptable. Nail varnish, nail extensions and false eyelashes are not permitted.

### **Hairstyle**

Hair dyes and mohicans (below a number 4) are not acceptable; pupils should not have any designs shaved into their hair. Pupil's hair decorations (headbands, alic bands, hair-ties) should be modest and either plain black or blue (or other uniform colours if relevant) to reflect the colours of the school uniform, and hair longer than shoulder length should be tied up.

### **Hijabs**

Hijabs may be worn in school for those who choose to wear them. If worn, these should be either plain black or blue to reflect the colours of the school uniform.

### **An Inclusive Approach**

Our schools are committed to being Inclusive and so if you have a particular request that has not been addressed within our uniform policy, that is linked to a protected characteristic, please do contact the school to explore what reasonable adjustments can be made.

### **Commitment to reducing costs of uniform**

The majority of items in our school uniform policy are generic items and can be purchased from a range of different retailers who offer more affordable clothing.

In addition to this, the school and PTA hold a stock of donated pre-worn uniforms available to all parents/carers.

For some families who are eligible for free-school meals, the school may support with contributions and/or subsidies towards second-hand uniform available.

### **Expectations for our school communities**

#### **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 (unless informed otherwise)
- 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 SENCOs 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, and in good condition. Parents are also expected to contact the school if they want to request an amendment to the uniform policy in relation to their child's protected characteristics or 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. Such disputes will be resolved locally, and 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 the 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 a member of the Senior Leadership Team.

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.

The Trust will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the schools
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils, and that the recommended school uniform suppliers give the highest priority to cost and value for money.