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# Policy for

## **Uniforms**

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Prepared by:	Adopted by Board of Trustees	Signed	Review Date
MATBOM May 17 from TheSchoolBus template		----- Chair of Board of Trustees	<b>Summer 2019</b>

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### **Statement of intent**

Our policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire.

Peover Superior Endowed Primary School is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

## **1. Legislative framework**

1.1 This policy has due regard to statutory legislation and national guidance, including, but not limited to the following:

- The Education and Inspections Act 2006
- The Education Act 2011
- The Human Rights Act 1998
- The Equality Act 2010
- DfE (2014) 'School Admissions Code'
- DfE (2013) 'School uniform'

## **2. Cost and availability**

- 2.1. Under the School Admissions Code 2014, the academy must ensure that "policies around school uniform or school trips do not discourage parents/carers from applying for a place for their child"<sup>1</sup>.
- 2.2. Peover Superior is committed to fulfilling the DfE's recommendations on costs and value for money. Every care has been taken to ensure that our uniforms are affordable for all current and potential pupils, and that the best value for money is secured through reputable suppliers.
- 2.3. Peover Superior works with multiple suppliers to obtain the best value for money. Any savings negotiated are passed to parents/carers where possible.
- 2.4. The academy does not enter into exclusive single supplier contracts or cash-back arrangements.
- 2.5. The academy does not amend uniform requirements regularly and takes into account the views of parents/carers and pupils when considering changes to school uniforms.
- 2.6. Where wholesale changes are required, the academy ensures that assistance is provided to parents/carers struggling to meet the associated costs.

## **3. Religious clothing**

- 3.1. Some religions and beliefs require their members to conform to a specific dress code. Peover Superior does not discriminate against any religion or belief; however, the academy must

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<sup>1</sup> DfE (2014) 'School Admissions Code', para 1.8

weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire academy community. The academy endeavours to allow most religious requirements to be met.

- 3.2. Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Principal and local governing body, and always in accordance with the Trust's Complaints Policy.

#### **4. Equality**

- 4.1. The academy is required to ensure that the Uniform Policy does not discriminate unlawfully.
- 4.2. Every step has been taken by Peover Superior to ensure that the cost of girls' and boys' uniforms are not disproportionate.
- 4.3. Pupil's identifying as a member of the opposite sex are able to adapt uniform regulations.

#### **5. Complaints and challenges**

- 5.1. The academy endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the Trust's Complaints Policy. Parents/carers can lodge complaints via the Principal.
- 5.2. When a complaint is received, the academy works with parents/carers to arrive at a mutually acceptable outcome.
- 5.3. The Principal is willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

#### **6. Non-compliance**

- 6.1. Parents and children are encouraged to comply with the Academy's policy where possible. Support is given to families how may struggle to purchase uniform. This may be in the form of recycled uniform or our uniform stall at the beginning of the school year.

#### **7. Uniform**

7.1. The academy uniform is as follows:

- School navy blue jumper or cardigan with school logo
- Pale blue cotton shirt (long or short sleeve)
- Blue and gold striped tie
- School book bag with school logo
- Grey trousers, skirt, shorts or skorts
- Black shoes
- Light blue gingham dresses/playsuits in the summer

## 8. PE kits

8.1. PE kits are as follows:

- School navy blue T-shirt with school logo
- Navy blue shorts
- School gym bag with school logo
- Suitable trainers
- Suitable sports footwear, e.g. football boots, shin pads when necessary

8.2. Parents/carers are responsible for ensuring their child brings their PE kit to school when needed.

## 9. Footwear

9.1. Black shoes should be worn. Pupils are not permitted to wear boots. If a pupil needs to wear wellington boots or warm boots to travel to school in comfort, they must have their normal school shoes with them to change into.

9.2. Block heels of no more than 3cm may be worn.

## 10. Jewellery

10.1. **One** pair of stud earrings – no other piercings are acceptable.

10.2. Pupils are not permitted to wear any other jewellery in the academy grounds, with the exception of a watch, due to health and safety risks.

## 11. Hairstyles

11.1. The academy reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance.

11.2. Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.

- 11.3. Pupils with extreme hairstyles, such as cornrows, may be exempt from the rule above on racial or religious grounds, taking into consideration each individual person's scenario.
- 11.4. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.
- 11.5. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

## **12. Make-up**

- 12.1. The Trust does not consider make-up appropriate and pupils are not permitted to wear any such products; however, there may be exceptions in extreme circumstances, at the Principal's discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage).

## **13. Labelling**

- 13.1. All clothing and footwear should be clearly labelled with the pupil's name.

## **14. Policy review**

- 14.1. This policy is reviewed every three years by the Principal
- 14.2. The scheduled review date for this policy is Summer Term 2019/20.