

# Holy Trinity C of E Primary Academy



## School uniform policy

**Date Approved: July 2022**

**Date to be Reviewed: July 2023**

**Approved By:**

Liz Holmes - Executive Principal *Mrs E Holmes* Date: 7<sup>th</sup> July 2022

Chris Harris - Chair of Local Academy Committee *Chris Harris* Date: 7<sup>th</sup> July 2023

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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 academy'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 academy 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 Mr Kenyon, who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

Our academy 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 for example, by only asking that the our sweatshirt and PE tops feature the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as our ties for KS2
- 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 might also wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the academy's uniform can act as a social leveler
- Avoiding different uniform requirements for different years/classes/house groups other than our PE shirts, ties and shirts
- Avoiding different uniform requirements for extra-curricular activities
- 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 e.g. by allowing pupils to wear old specification items until outgrown or worn out
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- We also have a termly "Uniform Exchange" where parents and carers are welcome to recycle school uniform.

## 4. Expectations for school uniform

### 4.1 Our academy's uniform

Autumn/ Winter/ Spring Uniform

- School sweatshirt or cardigan with logo (sew on logos available soon)
- Pale blue polo shirt for KS1
- Pale blue shirt and school tie for KS2
- Grey skirt, pinafore or trousers
- Grey socks or tights
- Black shoes (no heels)

Summer Uniform

- School sweatshirt or cardigan with logo (sew on logos available soon)
- Blue and white checked dress or playsuit
- Grey shorts with pale blue shirt and school tie for KS2 or pale blue polo shirt for KS1
- White socks

PE Kit

- School PE shirt with logo and underarm flash in house colour
- Navy blue shorts
- Spare sweatshirt

- Dark tracksuit bottoms
- trainers

#### Other Uniform rules

No jewelry except sleeper studs can be worn at school for safety reasons and children must remove or cover earrings for PE

Long hair needs to be tied up (keep hair fastenings plain please). Bobbles can be in academy colours.

Children need a warm coat from October half term to Easter and a light raincoat in the Summer term and start of Autumn term

We are happy for pupils to wear symbols and items of clothing linked to their faith e.g Kara, cross, hijab. Please let Mr Kenyon know your wishes.

## 4.2 Where to purchase it

- Sweatshirts, ties and PE tops can be ordered from the school shop direct. The website address is: <https://schoolshopdirect.co.uk/>
- All other items can be purchased from a wide range of shops including supermarkets and online
- The academy now has a uniform exchange in place. Please contact the office.

## 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 or occasions) while:

- On the academy 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)

### 5.2 Parents and carers

If you are experiencing any problems with uniform please contact the academy (Mr Kenyon or Miss Wright). We will do our best to help.

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 expected to contact Mr Kenyon 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 academy's complaints policy

The academy 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 Head of School if the situation doesn't improve.

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 Local Academy Committee**

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

- Is appropriate for our academy's context
- Is implemented fairly across the academy
- 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 bi-annually by Mrs Holmes (Executive Principal). At every review, it will be approved by the LAC

## **7. Links to other policies**

This policy is linked to our:

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