

# SCHOOL UNIFORM POLICY

Learning Academies Trust

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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 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 Headteacher, who can answer questions about the policy and respond to any requests

### 3. 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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- 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/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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

#### 4. EXPECTATIONS FOR SCHOOL UNIFORM

WINTER UNIFORM	SUMMER UNIFORM	PE kit
Grey/black skirt or pinafore White blouse/shirt or white polo shirt (shirt can be worn with school tie) Grey or black school trousers Navy cardigan or jumper (with or without logo) Black shoes with flat soles	As per the winter uniform or as below Blue and white gingham dress Tailored grey or black school style shorts (these must be thigh length)	Plain blue or white t-shirt Plain black or white shorts Plimsolls or trainers A warm black or navy sweatshirt and/or track suit for cold outdoor work but this is always to be in addition to, rather than instead of, the P.E. kit

Sun cream (self-applied) and caps are permissible on very hot days and for events such as Day trips and Sporting events. Hoodies are not permitted.

#### Footwear

Parents are to ensure that children wear sensible shoes to school. Trainers may be worn for outdoor games activities, out-of-school hour clubs and for play and lunch times. Please support us in the fact that trainers are not acceptable for constant wear in school as they are not good for children's feet. In addition, the cumbersome design and extra-long laces of some of these trainer's present certain dangers. High heels, flip-flops or high-heeled boots are not allowed. Black shoes only are uniform. We try to be fair and consistent so standard reminder letters will be issued.

#### Jewellery

To avoid injury and loss of items please limit jewellery to basic studs. Ornate styles are not acceptable. Rings and necklaces are not to be worn. Watches must be removed for PE and we do not accept responsibility for lost or damaged watches.

#### Ear piercing

Earrings need to be left in for 6 weeks. During this time, plasters need to be applied for P.E. & Games. After the 6-week period, earrings must be removed for P.E., Games & Swimming sessions. Parents wishing not to comply with this, need to write a disclaimer to the school, taking responsibility should an accident occur. Otherwise, your child will be required to remove the earrings.

#### Make Up

Make-up is not permitted in school. This includes lipstick, lip gloss and nail varnishes. A clear lip salve will be allowed if treatment of chapped or sore lips is required.

### Hair

Unnatural, mixed dyed colouring of hair and / or inappropriate haircuts are not acceptable. Long hair should be tied back for reasons of cleanliness and for ease of working and safety in games and PE. We understand that children like to have fashion hair styles but please be advised that as a school we do not allow extreme designs in the hair.

## **4.2 Where to purchase it**

**Branded school uniform** can be purchased from:

The Schoolwear Shop

Mayflower Street

PL1 1SD

01752 252025

[School Uniforms - The Schoolwear Shop - Plymouth \(plymouthschoolwear.co.uk\)](http://School Uniforms - The Schoolwear Shop - Plymouth (plymouthschoolwear.co.uk))

**Unbranded school uniform** can be bought from most major stores at competitive prices.

## **Second Hand Uniform**

Victoria Road Primary School promotes the reusing of good quality uniforms for parents and a selection of second-hand uniform can be obtained from the school admin office. Please see our office staff for further information.

## **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 Headteacher 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 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 Trust 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 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 Governors**

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

- Is appropriate for our schools' context
- Is implemented fairly across the Trust
- 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 three years. At every review, it will be approved by the Trust Board.