NORTHAMPTON PRIMARY ACADEMY TRUST

ECTON BROOK PRIMARY SCHOOL

UNIFORM POLICY

Associated Policies:	Anti-Bullying Policy Inclusion Policy Behaviour Policy Equality Information and Objectives Statement Complaints Policy
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Northampton Primary Academy Trust is proud to produce written materials that consider the British Dyslexia Association style guide principles.

2. POLICY STATEMENT

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.

3. WHO DOES THIS POLICY APPLY TO

This policy applies to pupils and parents of pupils at the school and outlines staff and governors' responsibilities.

4. POLICY REVIEW ARRANGEMENTS

This policy will be reviewed annually by the leadership team. At each review, it will be approved by the local governing body.

5. OUR LEGAL DUTIES UNDER THE EQUALITY ACT 2010

The Equality Act 2010 prohibits discrimination against an individual based on protected characteristics, including 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
- make sure that our uniform costs the same for all pupils
- allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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/carers to get in touch with one of the headteachers, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

6. LIMITING THE COST OF SCHOOL UNIFORM

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' ability to 'shop around' for a low price.

We will therefore make sure our uniform:

- is available at a reasonable cost
- provides the best value for money for parents/carers.

We will do this by:

- following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 or fewer
- carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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
- avoiding different uniform requirements for different year/class/house groups
- avoiding different uniform requirements for extra-curricular activities, including sport, music and drama
- avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions

- making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about uniform in line with the school's complaints policy
- avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- continuing to review this policy to ensure the cost of our uniform is reasonable and provides the best value for money.

7. EXPECTATIONS FOR SCHOOL UNIFORM

7.1 Our school's uniform

The school has a compulsory uniform. This helps to develop a feeling of belonging for all our pupils and creates a shared identity within the school. The uniform is as follows:

- Blue cardigan or jumper with the school logo (this can be purchased from Brigade through the link on the website)
- White polo-shirt (plain or logo)
- Grey or black trousers/shorts or a skirt
- Black school shoes
- Blue & white school summer dress

PE Kit (compulsory):

- Plain white T-Shirt
- Royal blue shorts
- Royal blue joggers in colder weather
- Trainers (dark colour)
- School jumper or cardigan with school logo (this can be purchased from Brigade through the link on the website)
- Jewellery & Hair
- Jewellery is not allowed to be worn in school for health and safety reasons, except for plain stud earrings. Children wearing stud earrings will have to take them out for PE (county guidance).
- Children will not be able to take part in a PE lesson if they are wearing earrings.
- Smart Watches are not permitted in schools for safeguarding reasons.
- Swimming hats must be worn for swimming lessons

7.2 Where to purchase or acquire school uniform

- The school jumper, cardigan or fleece can be purchased from Brigade. Contact information for Brigade can be found at the office and will be part of any induction pack.
- Non branded uniform can be purchased from Brigade or any other shop.
- Swimming hats can be purchased from the school office.
- parents and carers of current or prospective pupils can acquire second-hand uniform from the school office.

8. EXPECTATIONS FOR OUR SCHOOL COMMUNITY

8.1 Pupils

Pupils are expected to wear school uniform for school (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).

8.2 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/carers are asked to contact a head teacher 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/carers are expected to raise any uniform-related issues directly with the school.

8.3 Staff

Staff will ensure pupils wear appropriate uniform. They will support pupils and families who breach the uniform policy and give them an 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.

Ongoing breaches of our uniform policy will be dealt with through consultation with parents, and behaviour policy sanctions may be applied where appropriate.

8.4 Governors

The local governing body will review this policy and make sure that it:

- is appropriate for the school's context
- is implemented fairly across the school
- takes into account the views of parents/carers and pupils
- offers a uniform that is appropriate, practical and safe for all pupils.

The local governing body will also ensure that the school's uniform supplier arrangements prioritise cost and value for money, for example by avoiding single-supplier contracts and re-tendering contracts at least every five years.