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# UNIFORM POLICY

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2024-25

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<b>Reviewed by</b>	AOC	
<b>Review date</b>	March 2024	
<b>Next Review</b>	March 2025	

## 1. Contents

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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 children 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 children
- Allow children to request changes to swimwear for religious reasons
- Allow children to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking children or their parents to get in touch with the academy office, 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 Academy uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have an Academy 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 and,
- 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 jumper/cardigan worn over the shirt, features the academy logo
- Considering cheaper alternatives to academy-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 children could wear on non-academy 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 year or class groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items (through the PTFA)
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for academy uniform

### 4.1 Our academy's uniform

The Academy prides itself on the positive behaviour and attitude to learning of all children. The correct wearing of the academy uniform is central to this. By wearing our uniform, children visibly belong to the Epworth Primary learning family. The uniform has been chosen to be practical for the demands of a busy academy day. By adhering to the dress code, children arrive at the academy ready to work, and staff are able to concentrate on the core business of teaching and learning.

**All clothing and footwear must be clearly labelled with a child's name so lost items can be returned.**

Where children grow out of items of uniform we would encourage parents to donate them to the academy so that they can be sold on for a small cost to help make it more affordable.

### 4.2 Compulsory uniform

Pupils may wear either black or grey:

- trousers (these must be full length) or
- skirt or
- pinafore or
- shorts
- White or pale blue plain shirt or polo shirt
- Royal blue academy sweatshirt, jumper or cardigan

- Black sensible footwear

### 4.3 Optional uniform

Blue and white small check or striped dress

### 4.4 PE Kit

The following items are **compulsory**

- Plain royal blue/navy shorts (no logos)
- Plain white t-shirt
- Pumps or trainers (for outdoor PE only)

The following items are **optional**

- Navy or black tracksuit or sweatshirt (for outdoor PE in colder weather) which must be plain and logo free. These items should be functional and not fashionable
- Blue leotard
- Navy or black leggings without logos or branding

### 4.5 Coats

Children should have a coat to wear at the academy when they are outside. These should be practical to reflect the weather conditions and keep children warm and dry.

### 4.6 Prohibited Items

The following items must not be worn

- Any jewellery or piercings other than a single, small, plain pair of stud earrings and/or a plain wrist watch. These items must be removed before PE/swimming lessons
- Jeans, leggings, "skinny" clothing of any kind
- Logos/badges other than that of the academy
- Nail varnish or acrylic nails
- Makeup
- Extreme hairstyles including non-natural dyed hair.

### 4.7 Where to purchase uniform

Academy uniform can be purchased from any suitable outlet including supermarkets, except jumpers/cardigans with the academy logo. These may be obtained via the online uniform shop, [Trutextdirect](#).

Second hand uniform is available to purchase through the PTFA. To enquire about this, the academy office should be contacted.

## 5. Expectations for our academy community

### 5.1 Children

Children are expected to wear the correct uniform at all times (other than specified non-uniform days) while:

- On the academy premises
- Travelling to and from the academy
- At out-of-academy events or on trips that are organised by the academy, or where they are representing the academy (if required)

### 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 expected to contact the academy office 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 may lodge any complaints or objections relating to this policy in a timely and reasonable manner through the standard complaints procedure.

However, it is hoped that complaints can be resolved locally wherever possible with the academy working closely with parents to arrive at a mutually acceptable outcome.

### 5.3 Staff

Staff will closely monitor children to make sure they are in the correct uniform. They will give any children and families breaching the uniform policy the opportunity to comply but will follow up with the principal if the situation does not improve.

Ongoing breaches of uniform policy will be dealt with through the academy's behaviour policy.

In cases where it is suspected that financial hardship has resulted in a child not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### 5.4 Governors

The Academy Oversight Committee (governing body) 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 children

- Offers a uniform that is appropriate, affordable, practical and safe for all children

## **6. Monitoring arrangements**

This policy will be reviewed annually to ensure that it can be shared with parents prior to the summer holidays. At every review, it will be approved by AOC

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

This policy is linked to our:

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

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