

School Uniform Policy

The Board of Trustees, CEO and Strategic team are committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.

This policy was created and ratified by the Trust Board in:	September 2022
The policy owner is:	Wensum Trust
This policy will be reviewed by the Trust Board in: (unless earlier review is recommended by the Trust)	September 2023
Policy Version:	V1
Signed by the Chair of the Board of Trustees:	Mrs Sarah Smith

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

Our school'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 school 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 Stacey Coleman head@heatheravenue.norfolk.sch.uk who can answer questions about the policy and respond to any requests

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 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,
- Limiting items with distinctive characteristics to low-cost 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
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities

- Considering alternative methods for signalling 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

Expectations for school uniform

Our school's uniform

- Grey trousers/shorts or grey skirt/culottes of a reasonable and appropriate length
- White shirt or white polo shirt
- School green sweatshirt or cardigan with the school logo on
- Green and white school dresses can be worn in Summer
- Formal, flat, sensible, safe black school shoes

Our PE Kit:

- Plain black sports shorts and black tracksuit bottoms/leggings
- School T-shirt or PLAIN white T-shirt.
- Soft, black plimsolls or trainers.

Some issues of safety for pupils arise from clothing and equipment, such as shoes with heels and hair fastening. For these reasons the school asks that the following uniform code be followed:

- Children will wear the school uniform stated above
- Parents/Carers and children will ensure that a coat or sun hat (dependent on weather) are in school at all times.
- On P.E days all ear studs must be removed at home, this is in line with County policy and is for health and safety reasons. If ear studs cannot be removed e.g. after initial piercing, they must be taped over at home. If a child comes to school with ear studs on P.E days they will be asked to remove them or if unable to, given tape to cover these themselves, unfortunately school staff are unable to assist with this. It must be noted that school cannot be held liable for any loss/damage to the ear studs or to any cross infection which may occur.
- Any earrings should be plain studs
- Only plain, simple watches should be worn to school, to be used appropriately.
- No jewellery other than plain ear studs and plain, simple watches
- Children will wear formal, flat, sensible, safe black shoes at all times of the year.
- Children will not wear trainers to school except for PE and in exceptional circumstances to be agreed with the head teacher
- Children will wear uniform or PE kit on PE days
- Long hair (below shoulder length) should be tied back tidily with a sensible, soft fastening in school colours only. This is for Health and Safety reasons particularly during practical lessons.
- No nail varnish should be worn on fingers.
- No make-up
- No visible tattoos are permitted.
- Clothing accessories should be black, green, grey or white where possible
- All school uniform and equipment should be clearly labelled with first name and surname initial

Where to purchase it

- Uniform can be purchased online at <https://www.mapac.com/education/parents/uniform/heatheravenueinfantschoolnr66lt>
- Uniform in school colours can be bought from most high street retailers
- Second hand uniform shop available at school for very low cost

Expectations for our school community

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 Stacey Coleman head@heatheravenue.norfolk.sch.uk if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Stacey Coleman head@heatheravenue.norfolk.sch.uk 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 school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

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.

Ongoing breaches of our uniform policy will be dealt with by the Head teacher.

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.

Governors

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

- Is appropriate for our school's context
- Is implemented fairly across the school
- 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.

Monitoring arrangements

This policy will be reviewed every three years by teaching staff at Heather Avenue Infant School. At every review, it will be approved by the Local Advisory Board.

Links to other policies

This policy is linked to our:

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