

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 2023
The policy owner is:	Arden Grove Infant and Nursery School
This policy will be reviewed by the Trust Board in: (unless earlier review is recommended by the Trust)	September 2024
Policy Version:	V1
Signed by the Chair of the Board of Trustees:	

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 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 Sarah Waterfield, head@ardengrove.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. Only our school jumper is suggested to be embroidered with our school logo.
- Avoiding specific requirements for items pupils could wear on non-school uniform days.
- Avoiding different uniform requirements for different years.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signalling differences in groups for interschool competitions, such as by using stickers or labels.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items. More information available from the school office.
- 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

Required School Uniform

- Red Sweatshirt or cardigan (with or without the school logo)
- White Polo Shirt (with or without the school logo)
- Grey Trousers or shorts
- Grey Skirt or Grey Pinafore Dress
- Red Check Dress
- Red or grey tights
- Sensible black footwear (no open-toed sandals)

Required Outdoor Uniform (Worn for PE and Outdoor Learning days in Reception and KS1)

- Plain red polo shirt
- Black shorts or black tracksuit bottoms
- Red Arden Grove Fleece or plain black/ red zip up tracksuit top

Where to purchase it

- We encourage all parents to shop smart when purchasing the generic unbranded items such as from supermarkets.
- The HSA will hold events such as uniform swaps or second hand uniform sales throughout the year when stocks are available.
- Our school uniform is available in ages 2-10 and can be purchased from **Birds of Dereham**. <https://www.birdsofdereham.com/>
- For free delivery to school please use code **ardengrove17** at the checkout.



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)

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 would need to contact Sarah Waterfield, head@ardengrove.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

If parents wish to lodge any complaints or objections relating to the school uniform this needs to be done 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.

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 annually by Sarah Waterfield, Headteacher. At every review, it will be approved by Local Advisory Board. (LAB)

Links to other policies

This policy is linked to our:

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