

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 Local Advisory Board in:	30.04.24
The policy owner is:	Roz Robinson - Headteacher
This policy will be reviewed by the Local Advisory Board in: (unless earlier review is recommended by the Trust)	April 2025
Policy Version:	V2
Signed by the Chair of the Board of Trustees:	Mr A P Goodson

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 Mrs R Robinson on head@firside.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 for example, by only asking that the jumper worn, doesn't have to feature the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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

Winter uniform

- Black trousers or skirt (school style only)
- White collared shirt (no polo-shirts)
- Dark green V-necked pullover or cardigan (school logo or plain)
- School tie (grey with green stripes)
- Full black school shoes, boots or trainers (no other colours)

Summer uniform

- Black trousers or shorts or skirt (school style only)
- Green and white checked school dress
- White collared shirt (no polo-shirts)
- Dark green V-necked pullover or cardigan (school logo or plain)
- Full black school shoes, boots or trainers (no other colours)

PE Kit

- Plain white polo shirt with collar (with or without logo)
- Black games shorts
- Trainers suitable for outdoor use
- Plain black tracksuit (or sweatshirt and jogging bottoms)
- School fleece (optional)

Please note that we do not permit skinny trousers or Jean style trousers or trainers.

Footwear

- All children are required to wear plain black shoes.
- We do not allow children to wear shoes with platform soles or high heels.
- Children are permitted to wear boots to and from school and on the playground but must change into shoes for the classroom.
- Ankle boots should not be worn in place of school shoes. Trainers and trainer type shoes are not permitted

Jewellery, Hair Accessories, Make-up and Nail Varnish

For health and safety reasons we do not allow children to wear jewellery, including wristbands. The exceptions to this rule are:

- One pair of plain, small stud earrings in pierced ears

- A watch (no smart watches)
- Medical alert jewellery

Children are required to remove any items during PE lessons. Teachers are not permitted to remove earrings. We would encourage children to remove earrings at home before school on PE days. If your child's ears are recently pierced, you must provide medical tape to cover the earrings during PE lessons. Please note that due to Hellesdon High School's swimming pool rules, no earrings are permitted to be worn at all for swimming lessons.

Hair bands, ribbons, bows and scrunchies should be plain and either green, black or white. All hair accessories should be a reasonable size and should not have large flowers etc. attached. Extreme hair styles are not appropriate for school. The use of styling products should be kept to a minimum and children should not have decorative patterns cut into their hair or have it coloured or dyed. The Headteacher reserves the right to make decisions about hairstyles.

Make-up and nail varnish should not be worn to school.

Where to purchase it

Birds of Dereham sell a full range of uniform bearing the school logo. A link for ordering can be found on our website. School clothing in school colours (but without the logo) is also available from local shops including supermarkets.

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 Mrs R Robinson on head@firside.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 Mrs R Robinson on head@firside.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 does not improve.

The following route will deal with ongoing breaches of our uniform policy;

- In the first instance, a child will be asked to explain why they do not have the correct uniform or PE kit.
- If a child persists in wearing incorrect uniform or PE kit then the class teacher will contact the parents to inform them and offer any assistance.
- If incorrect uniform or PE kit is still being worn after this, the Headteacher will write to the parents.

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.

Local Advisory Board

The Local Advisory Board (LAB) 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 LAB 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

Mrs R Robinson, Headteacher, will review this policy every 2 years. At every review, the Local Advisory Board will approve it.

Links to other policies

This policy is linked to our:

- Behaviour and Emotional Regulation policy, including ant-bullying.
- Equality information and objectives statement
- Complaints policy