



# CLEE HILL COMMUNITY ACADEMY

## School Uniform Policy

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### 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 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 Ceri Little, headteacher, who can answer questions about the policy and respond to any requests

### 3. 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, not insisting that clothing features the school logo.
- Considering cheaper alternatives to school-branded items, 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. For example, PE hoodies can be worn for PE but so can PE school jumpers too.
- Considering alternative methods for signaling 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 such as our School Swap Shop.



- 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

## 4. Expectations for school uniform

### 4.1 Our school's uniform

- Black or dark grey school trousers/shorts\*/skirt/pinafore dress
- White polo shirt
- Maroon sweatshirt or cardigan.
- Black or grey tights/ socks
- Black shoes or black trainers (only plain black trainers with no visible brands or markings)



\*tailored shorts can be worn in summer. Please note that school trousers should be a tailored style and not leggings/ tracksuit/ joggers/ skorts etc.

School skirts should be on or below the knee and allow for movement and comfort.

Please ensure that all items are clearly named. Lost property will be displayed at the end of term and all unclaimed items will be given to the School Swap Shop.

The wearing of jewellery by children of primary school age is inadvisable. Therefore, only 1 small stud earring (per ear) will be allowed. The wearing of necklaces, bracelets, watches, etc. during P.E. lessons (including swimming) cannot be allowed under our Health and Safety Policy.



### P.E. and Games



The children will need to change for all P.E. and Games activities. A white t-shirt and black shorts will be required for indoor activities. For outside work on the field or playground a pair of trainers will be needed. In the colder months a tracksuit can be worn. P.E kits should be kept in school all week in a small bag marked with the child's name. PE kit/swimming bags are available to purchase from the school office.

### 4.2 Where to purchase it

Branded items such as sweatshirts, cardigans, polo shirts, and bookbags are available from <https://www.ladsandlassesschoolwear.co.uk/product-category/primary-schools/clee-hill-community-academy/>

There is no expectation for children to wear clothing with the school logo and all items can be purchased from most 'high street' retailers.

The school PTA runs a School Swap shop throughout the year. When the weather is good, this can be found by the entrance to the playground. Items can also be requested from the PTA Facebook messaging service. The second hands are free and the PTA ask that a small donation is posted anonymously at the school. Therefore families can choose if they are able to not to put a donation in the box. The school Swap Shop is also supported by Little Stars - who provide second hand uniform to the PTA when there are gaps.

## 5. Expectations for our school community

### 5.1 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 Little, headteacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 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 also expected to contact Mrs Little, headteacher, 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.

### 5.3 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 Mrs Little, headteacher.

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.

#### **5.4 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.

#### **6. Monitoring arrangements**

This policy will be reviewed every three years.

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

This policy is linked to our:

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