



# School Uniform Policy

Status of Policy	Date
Policy Reviewed	March 2023
Agreed by Governors	March 2023
Next Review	March 2024

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## **1. Statement of Intent**

East Herrington believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

## **2. Legal Framework**

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Tendering and Procurement Policy

## **3. Roles and Responsibilities**

The Local Governors are responsible for:

- Establishing, in consultation with the head of school and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding school uniform.
- Ensuring that the school's uniform is accessible and affordable.

- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The head of school is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the local governing board.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Supporting pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.
- Modelling appropriate dress in accordance with the staff handbook.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the head of school if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the head of school has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

#### **4. Cost Principles**

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the head of school will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.

- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- CLA and PCLA.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will take the views of parents and pupils into account when considering any changes to school uniforms.

## **5. Equality Principles**

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to cost principle'

East Herrington Primary Academy will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the head of school and local governing board, and always in accordance with the Trust Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## **6. Complaints and Challenges**

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the Trust Complaints Policy.

To make a complaint, parents should refer to the Complaints Policy and follow the stipulations set out in the policy

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances

## **7. School Uniform Supplier**

Our current school uniform supplier is: School Outfit (Little Gems) either online <https://theschooloutfit.co.uk/collections/east-herrington-primary-academy> or in person at 259 High Street West, Sunderland, SR1 3DH or 62 Hutton Cl, Crowther, Washington NE38 0AH

The school will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with Tendering Procurement guidelines. The Local governing board will be able to demonstrate how uniform is procured at the best value for money. The head of school will work to ensure that the items are procured as cheaply as possible without compromising on the quality.

The school does not sign contracts with suppliers before requesting visualisations of proposed items.

## **8. Uniform Assistance**

The school supports vulnerable families in meeting the requirements of the uniform policy. If you require support please use the form on the school website.

The school holds school uniforms for parents to access; access to these uniforms is available upon request made to the school office.

Parents are invited to donate their child's uniform when they no longer need it.

Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

Parents will be notified in all cases.

## 9. School Uniform

### Our Uniform

In winter:

- grey skirt, pinafore dress or tailored trousers
- royal blue pullover
- white polo shirt
- dark grey or black tights
- black school shoes



In summer: uniform as above or

- blue and white check dress
- grey shorts
- white polo shirt.
- white/ grey socks
- black school shoes

### PE Kit

- white t-shirt
- navy shorts
- black plimsolls/ trainers for outside
- blue school jumper or school PE hoodie
- blue/ black PE jogging bottoms
- suitable trainers



PE kit will be worn to school the day the children do PE to avoid wasting time when getting changed and losing items of clothing. Any PE activities requiring a different kit, e.g. swimming lessons, will be communicated to you closer to the time.

Children must not wear school PE hoodies for school on days that they do not do PE and they must not wear trainers unless they are dressed in PE kit on their PE day. If pupils do not follow this rule, parents may be asked to come to school to provide the correct school uniform. Children are not allowed to wear other branded sports clothes for PE.

### **Footwear**

For Health and Safety reasons we ask that children wear plain black, sensible, flat heeled shoes for school. Sandals and trainers are not suitable for wearing throughout the school day so indoor shoes are required to change into. In wet weather children need indoor and outdoor shoes [wellies are recommended for OPAL].

### **General presentation**

To promote a strong, cohesive, school identity that supports high standards and a sense of identity among pupils, we ask that all children appear smart and follow the school guidelines for uniform. The wearing of makeup and nail varnish is forbidden.

The Academy has a right to expect that long hair can be safely tied back for work in learning activities such as cookery, technology, art, physical education and any other situations where a risk assessment deems it to be placing individuals at risk.

### **10. Extra equipment**

P.E. and reading bags can be purchased from the main school office.

Children are allowed to wear a sensible watch (this must not be a smart watch due to social media/ messages access) which encourages them to learn to read the time.

The wearing of any other jewellery (including earrings), make-up and nail varnish is not allowed.

### **11. Labelling**

Your child is encouraged to take responsibility for their personal belongings. Everything your child brings into school i.e. bags, clothes, books - should be clearly marked with your child's name. If you forget to label a child's possessions then we reserve the right to write a child's name on their property, to avoid spending unnecessary time sorting out personal belongings during valuable school time. We operate a lost property system which you are encouraged to call in and check. Please make sure that all clothing is clearly named using sew-in or iron-on name labels if possible. Pen often becomes illegible or wears off after a few washes.

### **12. Monitoring**

This policy will be closely followed by all staff and we will monitor and review it within the LGB in March 2024.