

Nunthorpe Primary Academy, Ironstone Academy Trust

November 2023

## School Uniform Policy

The School policy towards the wearing of uniform allows our children to demonstrate respect for our School, as well as help eliminate problems caused by bullying around fashion, money and taste.

The policy helps our children view their School as a community of equals.

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.

*All pupils wear uniform that matches Nunthorpe Primary Academy colours.*

## All Year Groups

We encourage all our children to wear their uniform smartly. All items of uniform must be labelled. Uniform consists of the following:

- White collared shirt, not a polo shirt
- Nunthorpe Primary Academy tie
- Navy blue jumper/cardigan
- Grey trousers/skirt/culottes/shorts
- Grey/white/navy blue socks or tights
- Light blue and white checked dress for summer if desired
- Sensible black school shoes or boots in winter

All children, from Foundation Stage through to Year 6 are expected to comply with these rules. Religious or faith-based clothing is perfectly acceptable, following the spirit of the guidance in this document.

Smart watches, like mobile phones are not permitted and should be handed in to staff, at the start of the day. A watch may be worn, that can be reasonably judged by the Head teacher as appropriate for working and playing at school; it is recommended that this be of a low value.

All uniform may be ordered directly with suppliers or purchased from local retail shops.

To keep costs as low as we can, we have a local supplier and well-known supermarkets also stock our choice of uniform. Please see our website for further details.

## Sports Kit

We require that our pupils change for PE activities. They need an appropriately labelled PE kit consisting of the following:

- Navy blue shorts and sky-blue polo shirt for PE.
- Black/navy blue tracksuit for outdoor games in cold weather.
- Indoor plimsolls or trainers.
- PE kit should be left in school except for washing. This will allow flexibility for the class teacher.
- If a child does not have their PE kit parents will be informed.

## Hair styles

Long hair should be tied back, and the school discourages some specific hairstyles, for example shaved lines or coloured hair. Please discuss your proposed haircut with the Head Teacher before having it cut if in doubt. We also discourage the wearing of over-large fashion bows as they can restrict vision for other children when seated.

## Jewellery / Make up

Jewellery (including earrings) or make up/nail varnish should not be worn or brought into school, with the exception of watches. We encourage parents to make use of the summer break for ear piercing. This will enable the ears to heal before returning to school in September. For safety reasons, acrylic or fake nails should not be worn. These can cause serious injuries if they are ripped off and may also hinder a pupil's ability to participate fully in lessons.

## 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 (General Data Protection Regulations))
- Data Protection Act 2018

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

- DfE (Department of Education) (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

## Roles and responsibilities

The Trust have set the framework for this Policy.

The governing board is responsible for:

- Establishing, in consultation with the headteacher 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.
- Ensuring a supply of used, but still in very good condition items, is maintained by school. Items have been cleaned/ washed before they are made available. They are stored with care and are always available. These items are available in a range of sizes. They are available free of charge.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's 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 headteacher 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 regarding the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining 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.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher 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 headteacher 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.

## 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 headteacher 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, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider 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.
- LAC (Looked After Children) and PLAC.

School will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

School keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers, ensuring that at least two retailers are available. Colours must be widely available from several retailers.

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 exclusive single supplier contracts or cash-back arrangements.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

## 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 the cost principles laid out in section 3.

The school 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 (Special Educational Needs and Disabilities) 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 regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the inclusive nature of our school.

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 headteacher and governing board, and always in accordance with the school's 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.