

North Manchester Primary Federation



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Uniform Policy

Date	Amendments made
May 2022	Policy written – approval by governors in July 2022
July 2024	Policy review date

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1. 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 us, so we 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 make sure our uniform:

- › Is available at a reasonable cost – from a number of supermarkets, for example
- › Provides the best value for money for parents/carers

We will do this by:

- › Carefully considering whether any items with distinctive characteristics are necessary – while we do offer branded school jumpers and polo tops, it is not a requirement that these are purchased
- › Considering cheaper alternatives to school-branded items, such as school uniform sold in many supermarkets
- › 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 leveler
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › 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
- › 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

We offer branded item, which features our school logo, and are available to purchase from the school office. However, it is not an expectation that these are purchased and alternatives are available from a range of supermarkets.

Our expectations are:

Navy blue jumper

White polo top

Black/ or grey pants, leggings or skirt

Black trainers or shoes which have covered heels and toes

Jewellery is not to be worn in school, as this is a health and safety risk

PE kit consists of dark tracksuit pants or shorts and a plain t-shirt

4.2 Where to purchase it

Branded school jumpers are available to purchase from the school office and for more information, please call in to find out prices and for your child to try on items of uniform

- › Items which match the requirements in 4.1 can also be purchased from many supermarkets
- › If you are interested in purchasing second-hand uniform, please contact the school office or our Family Support Worker for more information
- › We hold second-hand uniform sales at points throughout the year and this is available via our Family Support Worker

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 the school office, with parents where appropriate, 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 the school office 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 Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by senior leaders to ensure that children are representing the school in the agreed way.

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 schools' contexts
- › Is implemented fairly across our schools
- › 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 and approved by the governing body every two years.

7. Links to other policies

This policy is linked to our:

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