


# Uniform policy

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**C**  **MPASS**  
PARTNERSHIP OF SCHOOLS

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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 any member of staff who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

Alderwood has a high proportion of children who have been disadvantaged and are in receipt of pupil premium funding. We have worked closely with the poverty proofing organisation 'Cost of the School Day' to ensure that we are mindful of additional costs to parents and think about ways that we can support them.

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
- 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 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**

Our school uniform colour is a combination of burgundy, grey and white.

- Grey skirt, pinafore dress, trousers, or shorts. In the summer children may wear burgundy and white checked dresses.
- A plain white polo shirt or blouse.
- Burgundy cardigan or sweatshirt with the Alderwood logo are mandatory.
- Plain short or knee length socks (not over the knee) or black or grey tights.
- Black shoes, which should be enclosed, not open toe. Shoes should be flat. We are aware that some retailers style their school shoes as trainers. These are acceptable but sports shoes are not.

### **P.E. Kit**

- Plain white round neck close fitting t-shirt and burgundy or any dark colour shorts with black plimsolls or black trainers.
- Black tracksuit bottoms can be worn only if the children are having PE lessons outside and the weather is chilly

### **4.2 Where to purchase it**

- The only items that are available to purchase from the school Office are:
- Burgundy sweatshirts and cardigans
- Full PE kit
- Book Bag
- Summer caps
- Winter jackets (limited availability)

All other items can be purchased from most High Street stores.

The school currently have pre-loved uniform available for all parents, free of charge via the School office. Our school and APA also hold an annual second-hand uniform sale.

## **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 their class teacher 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 their class teacher 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 a member of our Senior Leadership Team.

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 local school committee (LSC) 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 LSC 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, evaluation and review

The Local School Committee will assess the implementation and effectiveness of this policy. This Policy will be reviewed by the Local School Committee on a two yearly cycle.

Policy adopted:	Autumn 2022
Other related policies:	Anti-bullying Behaviour Complaints Equality of Opportunity
Next Review:	Autumn 2024