School Uniform Policy

Filey CE Nursery & Infants Academy

Approved by:	Christine Wilson	**Date:**	2024
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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 the School Business Manager admin.fis@ebor.academy, 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 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 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 e.g. maintaining the free uniform cupboard, promoting this service to pupils, parents and families in newsletters, website and other available media
- 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

All pupils

Our school uniform - sweatshirts, polo shirts, coats and book bags can be purchased online from a local supplier: https://identity.co.uk enquiries may be sent to embroidery@identity.co.uk and also from https://www.pbuniform-online.co.uk/filey

Red sweatshirt with embroidered logo or plain red sweatshirt

White or red embroidered polo shirt or plain red/white polo shirt, grey or black trousers (long or short)

Red/White gingham checked dresses in summer (usually available as a supermarket/store purchase)

Grey or black skirt with white socks in summer and plain tights in Autumn/Winter as appropriate

White t-shirt and black shorts for PE with sandshoes/plimsolls for outdoor activities in a suitable storage bag

Swimming costume or trunks and a towel for swimming in a suitable storage bag

Sensible shoes should be worn at all times and boots may be worn in winter

For safety reasons we strongly discourage children from wearing any jewellery. Children may wear plain studs/sleepers but these must be removed at home for PE lessons, swimming and activities.

Make-up and nail varnish are not permitted

Hair should be neat and tidy at all times and tied back if possible

We encourage children to use a book bag to transport homework and reading books

4.2

The school actively promotes the donating of good quality outgrown school uniform back to our uniform cupboard where the items of uniform are free for parents/carers to pickup at the start and end of each school day. Currently there is a uniform cupboard near Year 1 in which these items are stored.

5. Expectations for our school community

5.2 Parents and carers

Parents and carers are expected to make sure their child is appropriately dressed for school each day and their child's uniform, PE/swimming kit is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact The School Business Manager, admin.fis@ebor.academy 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.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher admin.fis@ebor.academy

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 3 years by The School Business Manager, admin.fis@ebor.academy. At every review, it will be approved by the Local Governing Boday.

7. Links to other policies

This policy is linked to our:

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