

Blackshaw Moor CofE First School

School Uniform Policy

Learning together, rooted in God, we flourish and have life in all its fullness

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 all 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: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mrs Donna Garnett, dgarnett@ttl.org.uk, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
 - 3 or fewer, although branded items are optional providing the correct colours are worn
- Limiting compulsory branded items to low-cost and/or long-lasting items.
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

All our branded uniform is optional, however, we do ask that each child has a branded polo shirt and cardigan or sweatshirt to wear on school trips so that children are easily identifiable.

Our school uniform is as follows:

- Gold/yellow polo shirts
- Navy sweatshirts or cardigans.
- Grey, Black or Navy school shorts
- Black, Grey or Navy shoes or boots
- White PE T-shirt
- Black or Navy PE shorts
- Black, Navy or Grey jogging bottoms

Children do not have to wear the uniform with a logo and equivalent polo shirts, cardigans and sweatshirts can be purchased from other suppliers such as Supermarkets or can be obtained from the Leek Uniform Bank.

- Details of where to purchase the branded uniform can be found at [Blackshaw Moor CofE First School - School Uniform](#)

4.2 Jewellery

- Jewellery is not permitted in school unless children have pierced ears when one pair of stud earrings can be worn – no other piercings are permitted. Earrings must be removed during PE lessons and this will be the responsibility of the parents or children, not the school.

4.3 School bag

- Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized workbooks comfortably without causing any damage.
- School bags featuring inappropriate images, slogans or phrases are not permitted.
- The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

4.4 Hairstyles

- The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.
- Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.
- The following hairstyles are not considered appropriate for school:
 - Brightly-coloured, dyed hair.
 - Headwear with bold patterns or colours.
 - Excessive hair accessories.

4.5 Uniform assistance

- The school supports vulnerable families in meeting the costs of uniforms. School uniform assistance is provided via a voucher that can be spent on school clothing. The budget for the school uniform assistance scheme comes from pupil premium funds.
- To claim school uniform assistance, parents should be eligible for Targeted FSM. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.
- Families who meet the criteria should complete the [School Uniform Assistance Application Form](#) and return it to the school office.
- The school has second-hand school uniforms at Leek Uniform Bank which is open every Thursday from 6 - 7pm at St Paul's Church, Novi Lane. Every item is 50p. Parents are invited to donate their child's uniform when they no longer need it.

4.6 Adverse weather

- All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.
- For hot temperatures, this includes wearing:
 - Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
 - Over the knee skirts, shorts or trousers.

Tops that cover the shoulder area.

- Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun.
- For cold temperatures, this includes wearing:
 - Scarfs, gloves, coats and hats when they are outside.
 - Warm jumpers that conform to the school's uniform policy.
 - trousers, or thick tights with skirts.

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 headteacher 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/carers are also expected to contact the headteacher 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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/carers 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 the headteacher.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

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/carers, 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.

School Uniform Assistance Application Form

Children who attend Blackshaw Moor CofE First School are eligible for school uniform assistance if they receive FSM.

This scheme is open to children in Years Rec - 4. The allowance is for buying suitable school wear and is paid once a year.

Part 1: Details of parent

Your full name:	
Title:	
National insurance number:	
Address:	
Postcode:	
Mobile no.:	
Landline no.:	
Email address:	

By supplying us with a phone number or email, you agree to being contacted to let you know if you are eligible.

Part 2: Details of each dependent child you are applying for

Surname	Other names	Date of birth

Please read this declaration before you sign it

- I declare I am the parent of the child(ren) that I am applying for.
- I declare that all the information I have given is correct and complete to the best of my knowledge.
- I have enclosed original documentation to prove that I am in receipt of one of the benefits listed at the top of this form.
- I am aware that I have a duty to notify the school in writing immediately of any changes in my circumstances which might affect my entitlement to school clothing assistance.
- I understand that information taken from this form will be stored electronically on the school's computers. The school is permitted to do this under the UK GDPR and Data Protection Act 2018. A copy of the school's registration is held for inspection.

Please return this completed form to the school office.

Your signature: _____ Date: _____

What happens next?

If you apply for school uniform assistance and qualify, a voucher will be sent to you for each of your children.
If you do not qualify for the payment, we will let you know by letter and phone and explain why.