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Care

Growth

Teamwork

Uniform Policy

Date of ratification: **June 2025**

Ratified by: **Governing Board Committee**

Date of review: **June 2027**



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Contents

<u>Section</u>	<u>Page</u>
1. Aims	3
2. Our School's Legal Duties under the Equality Act 2010	3
3. Limiting the Cost of School Uniform	3
4. Expectations for School Uniform	4
5. Expectations for our School Community	6
6. Monitoring Arrangements	8
7. Links to other Policies	8



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1. Aims

This policy aims to:

- Set out our school's 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 specifying 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 Family Support Manager or Headteacher, 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 (DfE) on the cost of school uniform. We understand that items with distinctive characteristics (such as branded items, or items that require 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 (e.g. School badges) are necessary
- Limiting any items with distinctive characteristics where possible - for example, we only ask that the child's jumper or cardigan, features the School logo



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- Limiting items with distinctive characteristics to low-cost or long-lasting items
 - 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 leveller
 - Avoiding different uniform requirements for different year/class/house groups
 - Avoiding different uniform requirements for extra-curricular activities
 - Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters, badges 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/carers 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:

- Royal blue sweatshirt or cardigan with School badge - **required**.
- White polo shirt or shirt - **School badge optional**.
- Grey school trousers or:
- Grey skirt or pinafore dress.
- Blue, gingham dress for summertime - **optional**.
- For children wishing to wear a shalwar kameez or hijab, we ask that this is also made from plain royal blue material, similar in colour to our School sweatshirt.
- We will accept generic items (instead of branded or School-badged ones) for any items, with the exception of the School sweatshirt/cardigan.

4.2 Physical Education (PE), Forest School and Swimming Kit:

Children come to school dressed in their PE kit on the days that they have PE. A reminder will be sent out to parents each time they have a PE day. We ask parents to ensure that the PE kit children wear takes into consideration the weather and time of year e.g. joggers and sweatshirt may be more appropriate in cold weather.

PE kit consists of:

- A plain, white, round-necked T-shirt
- Royal blue shorts or royal blue jogging pants/black leggings or skins
- Suitable footwear i.e. pumps or training shoes (for Health & Safety reasons, shoes must not be worn). Educational gymnastics lessons in the Hall are not suitable for trainers - pumps or bare feet only for these.



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- Swimming kit - pupils should bring a one-piece swimming costume and towel in a waterproof bag for their swimming lesson.
- For Forest School lessons, where children will be working outside in all weathers, we encourage children to wear old clothes that are okay to get dirty, and waterproof footwear (ideally wellies). They should bring their School uniform to change into for the remainder of that day's lessons.
- For health and safety reasons, earrings and all jewellery must be removed for PE, Forest Schools and swimming lessons.

4.3 Jewellery

The wearing of jewellery is one of the biggest contributing factors to accidents and injuries in schools and is therefore discouraged. However, we recognise that some children and parents/carers see the wearing of jewellery as an important part of their identity, so we don't ban it but instead seek to minimise the health and safety risks. As a result:

- Children with pierced ears should wear only stud earrings to School
- Necklaces and bracelets should be worn only if they are of religious significance
- Note that all jewellery (including the above) must be removed for PE, swimming and Forest School lessons for health and safety reasons. The P.E. Policy has more details on expectations for removal of personal jewellery.

4.4 Hairstyles and Personal Effects

Hairstyles should make the pupil feel comfortable, allow them to access learning easily (i.e. not obscure their vision) and enable them to participate safely in all school activities (including free play). Consequently, long hair should be tied back. We ask that "tramlines" or other shaved patterns are not cut into children's hair. Other extreme hair styles (e.g. bright, un-naturally coloured or dyed hair; 'Mohican' and other styles etc) are also discouraged.

We deem the wearing of make-up and nail varnish/false nails to be inappropriate for School (and in the case of false nails, unsafe) - these are therefore discouraged. Children arriving at School wearing anything that we consider could be unsafe (whether to themselves or others), will be challenged - we will explain (to the child and, where possible, to their parent) why we consider the item to be inappropriate and explore how we will rectify the situation to ensure their safety (and that of others) and appropriateness of dress. This is also part of preparing children for the (often stricter) uniform policies encountered at high school.

4.5 Shoes, Bags and Coats

Children must wear shoes or plain trainers which are predominantly black or grey - we encourage shoes such as trainers, which enable them to be active as safely as possible throughout the school day and are grippy and waterproof. Open-toed sandals or high-heeled shoes/boots are not considered safe and should not be worn for school. Crocs are not appropriate footwear for school and should not



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be worn. Children can wear wellies or warm boots for their journey to School in exceptional weather conditions (e.g. snowy or unusually wet days) but should bring their normal School shoes to change into once inside the building.

Bags and coats are left to pupil and parental discretion - although we do ask that as the cloakroom areas are quite cramped and also must meet fire safety standards, that coats and bags are small enough to fit neatly onto each child's peg. School book bags are encouraged as they are strong and long-lasting, waterproof to protect School reading and other books and are available in School colours and with School's logo.

4.6 Where to Purchase Uniform

School uniform (badged jumpers) can be purchased from Whittakers in Farsley. Other than the School sweatshirt/cardigan, all other items of School uniform are widely available from 'high street' retailers, in order to help keep costs down for families.

4.7 Information about second-hand uniform and lost property

As a school we encourage 'Reduce, Re-use, Recycle' as part of our approach to sustainable living. Consequently, families are encouraged to pass on items of uniform to younger siblings or family members where they remain in presentable condition.

Items of lost clothing are kept near the lift doors in the main entrance area. We lay out all the items left in lost property during the last few days of term to enable their owners to re-claim them. However, items unclaimed will be washed and prepared to be re-used. Parents/carers are encouraged to return any items of unwanted uniform in good condition to school for the same purpose.

School works with the Pudsey Community Project Clothes Exchange - a charity group based at the Pudsey Community Project, Fartown, LS28 8LP - to recycle and reuse old School uniform. This facility is open every Monday to Saturday morning from 10am - midday, for parents to be able to drop-off donations of School uniform or collect second-hand, clean uniform - all clothes are free while donations to the Pudsey Community Project are welcomed but not expected.

5. Expectations for our School Community

5.1 Pupils

Pupils are expected to always wear the correct uniform (other than specified, non-uniform days which School will always inform parents/carers about via Ping message) while:

- On the School premises
- Travelling to and from School
- At out-of-school events or on educational visits that are organised by School, or where they are representing School (if required)



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Pupils are also expected to contact us 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 (writing the child's name or initials on the label in permanent pen works best)
- In good condition.

Parents are also expected to contact the Family Support Manager or 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 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 or 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 Senior Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Senior Leader responsible for the child's age-phase in School, escalating to the Headteacher where necessary. 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 School
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical, and safe for all pupils.



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The Board will also make sure that 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 two years by the Family Support Manager and Headteacher. After every review, it will be approved by the Governing Board.

7. Links to other Policies

This policy is linked to our:

- Behaviour policy
- Equalities scheme
- PE Policy
- Anti-bullying policy
- Complaints policy.