

Newton Hill Community School



Uniform Policy

July 2022

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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 via the school office, 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 (our school does not require logo branded uniforms)
- 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
- 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 concerns about the policy

4. Expectations for school uniform

4.1 Our school's uniform

- Our school does not require branded logo uniform.
- Our Uniform is a white polo shirt, red jumper/cardigan and black trousers, skirts, pinafore, or shorts. Red/white gingham dresses/skirts can also be worn. Children may wear plain shorts underneath skirts, dresses and pinafores. Please note leggings/joggers are not permitted unless agreed by the Headteacher for special/exceptional circumstances.

- Full black sensible shoes should be worn – pumps, high heels, trainers, large boots and open toe sandals are not permitted. Medical exceptions will be made. If your child wears shoes with laces there is an expectation that they can be tied independently. Small black ankle boots may be worn in winter months.
- Socks and tights should be plain black or white.
- PE uniform is a white T Shirt and blue/black dark joggers/shorts and blue/black jumper/hooded top/tracksuit. No crop tops are allowed. A pair of trainers is also required suitable for indoor and outside use. A small PE bag that will hang on your child's peg is required.
- Earrings should be a plain, small stud and children will be asked to wear a plaster to cover whilst participating in PE if they cannot be removed. No other earrings are permitted.
- Watches may be worn – smart watches with cameras are not permitted.
- No other jewellery may be worn.
- Children will require a bag of their choice for school to fit an A4 homework folder inside– book bags are not required.
- Hair – hair beyond shoulder length should be tied back.
- A suitable outside coat is required.
- Nail polish and temporary transfers/tattoos are to be removed for school.
- Hair accessories must be neutral, red, white or black.
- Swimming (KS2) is swim trunks and full costume (board shorts/baggy shorts are not permitted).

4.2 Where to purchase it

Add details including:

- All our uniform can be found in most high-street retailers including supermarkets.
- Our school offers second hand uniform and regularly holds a sale of items. Our Learning Mentor can help if you require support with uniform.

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 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 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 in line 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 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 Mrs Wheatley/SLT. 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

6. Monitoring arrangements

This policy will be reviewed every 3 years.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Health, Safety and Welfare Policy