

Victoria and Ebor Gardens Primary Academies



UNIFORM POLICY

Policy updated:	September 2022
Policy ratified:	October 2022
Review date:	September 2023

Contents

1. Aims	2
2. Our school's legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform	2
4. Expectations for school uniform	3
5. Expectations for our school community	4
6. Monitoring arrangements	5
7. Links to other policies	5

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 Sherree Dooley 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
- › Limiting any items with distinctive characteristics for example, by only asking that the jumper/cardigan, features the school logo
- › Considering cheaper alternatives to school-branded items, such as allowing pupils to wear plain jumpers/cardigans as an alternative
- › 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

Ebor Gardens Primary Academy	Victoria Primary Academy
<p>Uniform:</p> <ul style="list-style-type: none"> • a plain burgundy sweat shirt or cardigan or burgundy sweat shirt or cardigan with the school logo; • plain black trousers, skirt or pinafore; • a plain white polo shirt; • red and white checked summer dress/ plain black shorts; • flat, black shoes or trainers that offer good support and cover the feet. 	<p>Uniform:</p> <ul style="list-style-type: none"> • a plain red sweat shirt or cardigan or red sweat shirt or cardigan with the school logo; • plain black trousers, skirt or pinafore; • a plain white polo shirt; • red and white checked summer dress/ plain black shorts; • flat, black shoes or trainers that offer good support and cover the feet.
<ul style="list-style-type: none"> • Hairstyles are not determined within our uniform policy, although we recommend long hair is tied back for your child's comfort. • Bags are not determined within our uniform policy, although we recommend your child uses the school book bag provided for them on entry. • Coats are not determined within our uniform policy, although we recommend your child wears a coat which is suitable for the weather. • Plain stud earrings are the only jewellery we recommend for safety reasons, no other jewellery to be worn in school. • No make-up, nail varnish or nail extensions to be worn in school. 	

Ebor Gardens Primary Academy	Victoria Primary Academy
<p>PE kit:</p> <ul style="list-style-type: none"> • plain black shorts • plain white t-shirt • pumps or trainers • plain black jogging bottoms for outdoor PE 	<p>PE Kit:</p> <ul style="list-style-type: none"> • plain black shorts • plain white t-shirt • pumps or trainers • plain black jogging bottoms for outdoor PE
<p>Swimming kit:</p> <p>Y5 only</p> <ul style="list-style-type: none"> • swimming costume or trunks • towel <p>All swimming aids will be provided by the pool. Goggles are not required.</p>	<p>Swimming kit:</p> <p>Y5 only</p> <ul style="list-style-type: none"> • swimming costume or trunks • towel <p>All swimming aids will be provided by the pool. Goggles are not required.</p>

4.2 Where to purchase it

- All unbranded uniform items can be purchased via local high street shops and supermarkets such as Asda and Tesco.
- If you wish to order a branded sweatshirt or cardigan, you can order this via The School Uniform Shop 369-371 Harehills Ln, Harehills, Leeds LS9 6AP TEL 0113 235 1256
- We offer a uniform swap-shop, where good quality second hand uniform can be taken free of charge.
- Any parents who require support to provide their child(ren) with a school uniform should arrange to speak to Sherree Dooley. Appointments can be made through the school office.

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
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils should speak to Miss Dooley 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 Sherree Dooley 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 (Executive) Principal if the situation doesn't improve.

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 body 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 governing body 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 annually by the (Executive) Principal. At every review, it will be approved by the (Executive) Principal, with any significant changes to be referred to the Governing Body for their approval.

7. Links to other policies

This policy is linked to our:

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