



# Northbourne Church of England Primary School

## School Uniform Policy

### School Mission Statement

*"...if you have faith as small as a mustard seed...nothing will be impossible."*  
(Matthew: 17 v20)

#### **VISION STATEMENT:**

Our vision is to put *God* and *Family* at the heart of all we do. As a *nurturing* community, we use the parable of The Mustard Seed *"...if you have faith as small as a mustard seed...nothing will be impossible."* (Matthew: 17 v20) This guides the way we value and treat all members of our school community. Through our pastoral care and our rich curriculum experiences, we provide a safe and dynamic learning environment in which all can flourish.

#### **To grow in: Faith, Love, Compassion, Kindness, Respect & Forgiveness**

Our six Christian Values are at the heart of our vision. Every day we aspire to grow in **Faith, Love, Compassion, Kindness, Respect and Forgiveness**, so that our school family may experience the joy and hope of **"life in all its fullness"** (John: 10 v10)

Review every year	
Reviewed: September 2022	Next review: 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      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      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 Headteacher, who can answer questions about the policy and respond to any requests

## 3      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 any items with distinctive characteristics where possible (Jumper, polo shirt, PE T-shirt)
- Limiting items with distinctive characteristics to low-cost or long-lasting items (Jumper, polo shirt, PE T-shirt)
- 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 (House coloured PE T-shirt is equitable cost regardless of which House the child is placed in)
- 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 4. Expectations for school uniform

### 4.1 Our school's uniform

Winter	Summer
<ul style="list-style-type: none"> <li>• Blue school sweatshirt (with school logo)</li> <li>• Blue school cardigan (sweatshirt material) with school logo</li> <li>• Blue polo neck shirts (with logo)</li> <li>• Black or grey trousers/skirts</li> <li>• Black school shoes</li> <li>• Tights in navy or grey</li> </ul>	<ul style="list-style-type: none"> <li>• Blue polo neck shirts (with logo)</li> <li>• Black/grey shorts/skirts</li> <li>• Blue check summer dresses</li> <li>• Sun hat/baseball cap (<i>optional</i>)</li> <li>• Black school shoes or substantial sandals</li> <li>• White/grey socks</li> </ul>

We ask that all children have school logo-branded jumpers / cardigans, polo shirts and a house coloured P.E. T-shirt. Parents/Carers are free to buy the remainder of the uniform from The Schoolwear Centre [www.schoolwearcentre.net](http://www.schoolwearcentre.net) if they wish, however, we appreciate that standard uniform such as grey trousers and grey skirts are also available, often at more competitive prices, from supermarkets and other retailers, which is acceptable.

We expect all children to have appropriate kit for P.E. lessons. This should include blue shorts, a house coloured t-shirt and a pair of trainers. Plimsolls are not needed.

Depending on the PE skill taught, teachers may request suitable outdoor kit at times during the year, such as jogging bottoms in the winter.

Children should not wear jewellery except stud earrings or watches.

#### FOREST SCHOOL CLOTHING

Sturdy boots or wellies  
 Thick socks  
 Long trousers/track suit bottoms/joggers (not leggings)  
 Long sleeved top  
 Warm jumper  
 Waterproof jacket  
 Waterproof trousers  
 Sun Hat/Cap (summer)  
 Woolly hat and gloves (winter)

### 4.2 Where to purchase it

Uniform items with distinctive characteristics (the school logo) are available from The Schoolwear Centre:

[Northbourne Primary School \(schoolwearcentre.net\)](http://www.schoolwearcentre.net)

There are three items with distinctive characteristics (the school logo) that we ask all pupils to wear. These are: Jumper or Cardigan, Polo shirt and house coloured PE T-shirt. Other items are also available from The Schoolwear

Centre, such as a fleece with the school logo, however, these items are optional and not an expectation of the school uniform.

Items such as school trousers, pinafore dresses, summer dresses, school shoes and PE shorts can be purchased from any school uniform supplier, clothes shop or supermarket that parents choose to use.

Second hand uniform is available from the school office and from the PTA (Friends of Northbourne). The amount of second hand uniform, and the selection of items and sizes, changes throughout the year depending on donations made to the school.

## 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 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 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 Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with via this policy, the behaviour policy and in conversation with 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.

### **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      6. Monitoring arrangements

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the Governing Body.

## 7      7. Links to other policies

This policy is linked to our:

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