PDET

School Uniform Policy

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1. Introduction

School uniform, as stated in the Department for Education's statutory guidance: *Cost of School Uniforms*, should:

'*help to build a sense of identity and community among children and with their school. To do this, it must be affordable. Affordability should never be a barrier to the schools for which parents apply or the activities in which children can participate*'.

A uniform, can play a key role in promoting the ethos of a school; providing a sense of belonging and identity; and setting an appropriate tone for education.

By creating a common identity among all children, regardless of background, a uniform can act as a social leveller. It can also act to reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

However, if the uniform is too expensive, it can place an unreasonable burden on families. If a distinction can be made between those who can afford it and those who cannot, this can reduce its benefits. This has the potential to negatively impact attendance, access and participation and has the potential to lead to bullying.

Parents / carers should not have to think about the cost of a school uniform when choosing which school(s) to apply for. No uniform should be so expensive as to leave children or their families feeling unable to apply to, or attend, a school of their preference. Nor should the cost of uniform be a barrier to children participating in sport and other school activities. Therefore, it is important to ensure their uniforms are affordable.

2. Aims

This policy aims to:

- Set out Peterborough Diocese Education Trust's (PDET / the Trust) approach for its schools (school / s) in relation to requiring a uniform that is of reasonable cost and offers the best value for money for all parents and carers
- Explain how the Trust will avoid discrimination in line with its legal duties under the Equality Act 2010
- Clarify the Trust's expectations for school uniform.

3. 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. Schools should be mindful of their duties under the Equality Act and the Trust's Equality Statement.

4. Limiting the Cost of School Uniform

Schools have a duty to make sure that the uniform required is affordable, in line with statutory *guidance* from the Department for Education (DfE) on the cost of school uniforms.

The Trust understands 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.

Therefore, each school will make sure their uniform:

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

They will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and / or long-lasting items
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 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 children could also wear on non-school days
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective children, and publishing this information on the school's website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents / carers of any changes
- Consulting with parents / carers and children on any proposed significant changes to the school uniform policy
- Continuing to review the school specific part of this policy, to ensure the cost of uniform is reasonable and provides the best value for money.

5. Expectations for School Uniform

Details of an individual school's expectations for school uniform are set out in the *Appendix.*

6. Expectations for the School Community

6.1 Children

Children 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).

6.2 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.

Any concerns or complaints parents / carers may have relating to the school uniform should be raised in a timely and reasonable manner in accordance with the school's complaints policy.

6.3 Staff

Staff will closely monitor children to make sure they are in correct uniform. They will give any children 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 the uniform policy will be dealt with by the headteacher.

In cases where it is suspected that financial hardship has resulted in a child not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation and the child will not miss classroom teaching because of a sanction. This is in line with the statutory *guidance*.

7. Monitoring Arrangements

This policy will be reviewed every three years by the Trust's Central Executive Team.

8. Links to Other Policies

This policy is linked to our:

- Behaviour policy (which includes Anti-bullying policy)
- Equality information and objectives statement
- Complaints policy

APPENDIX - School Specific Details: Expectations for School Uniform

1. Limiting the Cost of School Uniform

- Following the statutory limits for compulsory branded items of uniform and PE kit (maximum of 3 or fewer), the school's uniform consists only of the following branded items:

- Jumper/Cardigan, Polo Shirt (optional to purchase branded, see below)

2. Details of Our School Uniform

- Trousers, shorts, skirts or pinafore dresses should be grey or black or red / white gingham check.
- Cardigans and jumpers should be red and *can* contain the school logo, if branded items are chosen
- Polo shirts should be white or red.
- Plain white, grey or black socks should be worn, and grey or navy tights are acceptable in colder weather.
- Children's footwear should be safe and sturdy to support physical development without excessive heels or open toes. Ideally children should wear black shoes or ankle boots if required. Trainers should only be worn for PE. Hybrid trainer / shoes styles can be worn to facilitate our use of the Daily Mile.
- PE kit consists of a white or red t-shirt and black shorts or jogging bottoms in colder weather. Sports leggings may also be worn in the colder weather.
- In EYFS we recommend children wear trousers / skirts with elasticated waistbands to support independent toileting; velcro shoes and a coat which the children are able to do up themselves. Learning in the outdoor area will continue whatever the weather. We recommend the children have a named pair of wellies and waterproof trousers or jacket, or all in one suit. We would ask that you send in your child with a second set of clothes in the event of toilet accidents or from becoming wet from playing. Please put these in a separate named bag and replace when required.
- With the exception of one small stud per ear, no other jewellery should be worn; nor should nail varnish or make up be worn
- Children will be expected to remove their earrings for PE / games lessons or cover them with tape, supplied by school.
- Watches are permitted, including smart watches as long as there is no cellular capacity or this is switched off.
- Radical hair styles including shaven heads, tramlines and patterns cut into the hair, and excessive use of gel are not acceptable. Hair that is shoulder length or longer needs to be tied back please. Hair extensions are not permitted. Large excessive hair accessories should not be worn, however, small hair clips or plain red or black headbands are acceptable
- Pupils are welcome to wear a headscarf at Peakirk-cum-Glinton Primary Academy if they wish to. These must however be plain white, black or red and of shoulder length.

3. Where to Purchase or Acquire It

Branded uniform can be be purchased from Total Clothing at their site on Botolph Road or their website: **totalclothing.co.uk**

Non branded uniform can be purchased from any retailer. Parents / carers of current and prospective children can acquire second-hand uniform by enquiring at the school office or visiting dedicated re-sale shops in the area.