



UNIFORM POLICY

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

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 Kim Taylor, Pastoral Leader, who can answer questions about the policy and respond to any requests

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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 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

Expectations for school uniform

Our school's uniform is:

- Navy sweatshirt, sweater or cardigan with school logo **OR** without logo on
- Plain white polo shirt
- Grey shorts, trousers, skirt or pinafore
- White or grey socks
- Footwear – Plain black or predominately black, sensible trainers (*no fashion or thick soled trainers*) **OR** black sensible shoes (minimal size heel)

The school's PE kit is:

- Plain navy sweatshirt/hoodie
- Plain white round collared T-shirt
- Plain navy blue shorts, leggings or jogging pants
- Footwear – Plain black or predominately black, sensible trainers (*no fashion or thick soled trainers*). Plain black pumps will still be needed to be sent in for Gymnastics and Dance.

The school's swimming kit expectations are:

- Swimming attire - Boys are expected to wear lycra shorts, trunks or a full body swimming costume (board or surfer shorts are NOT permitted. Girls should wear a full costume (bikinis are NOT permitted)
- Jewellery - This is strictly forbidden.
- Hats - need to be worn by both girls and boys. These can be purchased from the school office prior to the

The school's expectations for jewellery and hairstyles are:

Due to health and safety reasons, please note:

- Jewellery (including necklaces, bracelets and rings) should not be worn in school, with the exception of watches and stud earrings.
- Stud earrings must be removed by the child during PE, Games and Swimming lessons or if this is not possible, the children should cover these with plasters provided by home.
- Nail varnish and makeup are not permitted.
- Hairstyles – All hair longer than shoulder length (regardless of gender) should be tied back.
- Children are encouraged to wear their hair in a suitable manner for school. Extremes of fashion, both in terms of clothing and personal appearance are **not allowed** in school. By drawing attention to themselves in this way children can open themselves to potential bullying and ridicule and distract other pupils from their work.

In common with all other schools in the country, the Head Teacher reserves the right to make the final decision regarding matters of this nature.

The school does not have any expectations for the colour and type of bags and coats.

Where to purchase the uniform

- Parents and carers can obtain the 'logoed' items of uniform from Whittakers on London Street or Zips N Snips on Eastbank Street.
- While unbranded items can be bought more widely from 'high-street' retailers and supermarkets
- The school, itself or through the Friends of Norwood will arrange opportunities to purchase 'pre loved' uniform at various points in the school year.
- The Uniform Hub in Cambridge Walks make available pre-loved uniforms to exchange or alternatively make a small voluntary cash donation.

Expectations for our school community

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 are also expected to contact Kim Taylor, Pastoral Leader, k.taylor@norwoodmail.co.uk, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Kim Taylor, Pastoral Leader, by email k.taylor@norwoodmail.co.uk 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.

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 Deputy Head Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head Teacher.

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.

Governors

The Governing body will review this policy should there be any desire to make substantial changes to it and will 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 Governors 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.

Monitoring arrangements

This policy will be reviewed at least every 3 years by the Head Teacher in liaison with the Governing Body.

Links to other policies

This policy is linked to our:

- Attitude, Behaviour and Discipline policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy