



Shanklea Primary School

School Uniform Policy

This policy is in line with the DfE's statutory ['Cost of school uniforms'](#) guidance. Schools are expected to be compliant with the majority of this guidance by September 2022; however, there are exceptions, such as where the school is tied into a contract with a supplier and where a competitive tender must be run to set up a new uniform contract. All schools should be fully compliant by September 2023 where possible. Read our [Up-to-speed on: Statutory 'Cost of school uniforms' Guidance](#) for more information.

Signed by:

L Ritson

Headteacher

Date: May 2023

D Nicholson

Chair of governors

Date: May 2023

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Statement of intent

Shanklea Primary believes that a consistent school uniform policy is vital to promote the shared values and motto of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's values and motto.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil isn't meeting the Uniform Policy.
- Listening to the opinions of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

- Providing pupils with an agreed exemption as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, working with pupils and families to follow the Uniform Policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

The school will ensure that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness

of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Making donated second-hand uniform available regularly throughout the year.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will take the views of parents and pupils into account.

4. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

6. School uniform supplier

The school's current school uniform supplier is:

- Cloud 9 Leisure
- Unit 59F South Nelson Industrial Estate, Cramlington NE23 1WF
- Tel: 01670 739370; 07876026202
- Cloud9leisure@hotmail.com
- cloud9leisure.co.uk

The school uniform supplier will accept school uniform assistance vouchers.



The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

7. Uniform assistance

The school will hold second-hand school uniforms in the **school office** for parents to access; access to these uniforms will be made available upon request made to the headteacher.

Parents will be invited to donate their child's uniform when they no longer need it.

8. Supporting pupils and families

All staff will be permitted to talk to classes about the uniform policy, contact parents/ carers individually and talk to pupils one to one. The headteacher may also contact parents individually to understand the challenges they are facing in not meeting the Uniform Policy if there isn't a improvement.

Pupils will be asked to cover/ remove earrings for health and safety reasons in PE. If this cannot happen, the pupil will be unable to take part and parents will be notified.

As a last resort, the headteacher will be permitted to ask the parent to collect their child to remedy the breach of the school uniform policy, this will be recorded as 'authorised'.

School uniform

Clothing

The school uniform is as follows:

| Item | Optional or required | Branding | How to acquire | Cost per item from school supplier |
|--|----------------------|--------------------------------|--|------------------------------------|
| Regular school uniform | | | | |
| Burgundy sweatshirt or cardigan embroidered with the school logo | Required | School logo on right-hand side | Branded sweatshirt and cardigan available from school supplier or second-hand from the Uniform Bank, Forum Way Cramlington | Sweatshirt £11; Cardigan £12.50 |
| Plain white polo shirt (no logos please). | Required | No branding | Available from school supplier, second-hand from the Uniform Bank and from regular retailers | N/A |
| Grey or black trousers or skirt (no logos or stripes please). | Required | No branding | Available from school supplier, second-hand from the Uniform Bank and from regular retailers | N/A |
| From next summer: We | Optional | No branding | Available from school supplier, second-hand | N/A |

| | | | | |
|---|----------|-------------|--|-----|
| would like children's gingham dresses to match the school colours. | | | from the Uniform Bank and from regular retailers | |
| Black or grey tights (no coloured patterns please). Children can wear <u>plain black leggings</u> for school. No joggers please. Please make sure there are no logos on leggings | Optional | No branding | Available from school supplier, second-hand from the Uniform Bank and from regular retailers | N/A |
| Please ensure shoes are: <ul style="list-style-type: none"> • Plain (with no logos) black shoes or ankle boots (no knee-high boots) • Flat (no heels) • Give adequate protection against the weather. | Required | No branding | Available from regular retailers | N/A |
| PE kit | | | | |
| Plain white or burgundy t-shirt (no logos please). | Required | No branding | Available from regular retailers | N/A |
| Plain black leggings or joggers for PE (no logos please). | Required | No branding | Available from regular retailers | N/A |
| Plain black shorts (no logos or stripes e.g., Adidas, please). | Optional | No branding | Available from regular retailers | N/A |

| | | | | |
|--|----------|----------------------|--|-------|
| Plain trainers | Required | No branding | Available from regular retailers | N/A |
| Please note: Hoodies are for PE wear only are not to be purchased as everyday school uniform. | | | | |
| Accessories | | | | |
| School book bag | Optional | School logo optional | Available from school supplier, second-hand from the Uniform Bank and from regular retailers | £9.50 |
| P.E. bag | Optional | School logo | Available from school supplier, second-hand from the Uniform Bank and from regular retailers | £6 |

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

No earrings for school please, if your child is unable to take them out please use plastic inserts.

Bags

Pupils must use an appropriately-sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

- Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk.
- Long hair must be tied up during practical lessons, e.g. during PE.
- Bobbles/ hairbands should be white, black or match the school colours . No oversized bows or scrunchies please.

- Please make sure children do not dye their hair bright colours for school.

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- Please be aware no fake tan or makeup should be worn for school.
- Please be aware braids/ hair wraps must be taken out for school.

Pupils wearing makeup will be required to remove it.

9. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be sent to classrooms. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

10. Monitoring and review

Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.