



Battle Primary Academy
Empowering Opportunity

Name of Policy	Uniform Policy
Scope of Policy	Uniform for all Pupils at Battle Primary Academy
Approved by	Principal
Date of Approval	September 2023
Review period	Annually
Review Date	September 2024

GROWING STRONGER TOGETHER



**THAMES LEARNING
TRUST**

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › Allow pupils to wear headscarves and/or other religious garments
- › Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Principal, Louise Burridge, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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, for example, by only asking that the jumper worn by pupils features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

Uniform:

- Black trousers, skirt or tailored shorts (Black tracksuit bottoms are acceptable in EYFS only)
- Girls may choose to wear purple/white gingham summer dresses during appropriate weather conditions
- White polo shirt, which must be tucked in at all times
- Purple Battle Primary Academy jumper with embroidered logo
- Footwear – black shoes - closed heel and toe. No trainers, boots or sandals (Black trainers are acceptable in EYFS only)
- Black/White tights or socks
- Black Battle Primary Academy sweatshirts are optional for Year 6 pupils only.

P.E. Kit:

- All children are required to change their clothes for P.E. lessons for hygiene reasons
- The clothing required for PE is a plain white T-shirt, plain black shorts/tracksuit with pumps or trainers for outdoor games
- The P.E. kit should be free from logos or offensive slogans.

Hair & Accessories:

- Long hair must be tied up using a natural hair colour or purple, white or black hair bands
- Plain gold/silver stud earrings may be worn but must be removed, for P.E. lessons
- Other jewellery is not permitted unless for religious reasons and with the Principal's permission
- No make-up or nail polish is to be worn at all
- Hair should not be dyed nor have patterns shaved into it

4.2 Where to purchase it

- Order online and 'click 'n' collect' from Stevenson's at <https://www.stevensons.co.uk/>
- Or shop at Sumosams, which you will find at 20 Hildens Drive, Tilehurst, RG31 5HU
- Second-hand uniform:
 - Second-hand uniform can be purchased at the parent teacher association (PTA), BoBs, Summer Fayre
 - From time to time, BoBs will also run ad-hoc second-hand uniform sales, which will be advertised to parents via the newsletter and text

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 Principal, Louise Burrige, 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 Principal, Louise Burrige, 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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the behaviour policy.

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 Trustees

The trust 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. Monitoring arrangements

This policy will be reviewed annually by the Senior Leadership Team. At every review, it will be approved by the Principal.

7. Links to other policies

This policy is linked to our:

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