INSPIRES MAT
School Uniform Policy

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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/carers to get in touch with our DSL/FLO who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

The school will not discriminate against any pupil because of age, disability, gender reassignment, pregnancy or maternity, race, religion or belief, sex, marriage and civil partnership or sexual orientation when implementing this policy.

Uniform expectations will be applied consistently and proportionately. Decisions relating to uniform compliance will take account of pupils' special educational needs and disabilities, medical conditions, religion or belief, cultural heritage, gender identity, financial circumstances and any other protected characteristic under the Equality Act 2010

3. Limiting the cost of school uniform

In accordance with current statutory requirements, schools within Inspires MAT will ensure that compulsory branded items are kept to an absolute minimum. Primary schools will normally require no more than three compulsory branded items across uniform and PE kit combined. 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 (DfE) on the cost of school uniform.
We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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, children can wear a jumper with a logo if that is parental choice
- Limiting items with distinctive characteristics to low-cost and/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/house 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

Our school uniform colour is a combination of Navy blue. Most items can be bought from High Street shops.

Children's Uniform

- A white shirt (no polo tops)
- Grey or black trousers /skirt
- Plain black, grey, white or navy tights/ socks
- Navy jumper/cardigan school logo or plain
- Plain black flat sensible shoes, trainers or ankle boots (no logos)
- Plain grey shorts / blue and white gingham dress (Summer only)
- School fleece with or without school logo (optional)
- Warm coat (Winter)
- Scarf, hat, gloves (Winter)
- Hair bands/accessories should be navy, black, white or grey only

Please note skirts should be an appropriate length and of a style which allows children to sit comfortably on the floor. If shorts are worn, even when these are worn over tights, they should also be of an appropriate length. Three-quarter and calf length trousers and leggings should not be worn.

Shoes should be flat, black and appropriate for school. If trainers are worn these should be plain without logos. Your child should wear shoes which he or she can manage to do up independently. Please do not send your child to school in shoes which prevent them from running in the playground.

PE Kit

Children need a change of clothes and footwear for PE (for health and hygiene reasons) and a draw-string bag in which to keep the kit at school. All school uniform and PE kit MUST be named. Children can become upset as a result of lost clothing, please help us by naming everything.

Children's PE Kit:

- Navy joggers /or navy PE shorts (not cycling shorts) in the summer
- White polo top
- Plain black trainers
- Plain black, grey, white or navy socks
- Navy sweatshirts – no logos

For health and safety reasons children are not permitted to wear earrings for PE. Your child's teacher will advise you when PE lessons take place so that earrings can be removed.

Where a pupil is not wearing the expected uniform, staff will seek to understand the reason and work with parents and carers to resolve the matter promptly and sensitively. Consideration will always be given to financial hardship, protected characteristics, disability and individual circumstances. Should children contravene the school uniform policy out of choice they will receive appropriate sanctions in line with school rules and behavior policy. Parents will be contacted and asked to resolve the uniform issues as soon as possible.

Jewellery, Hair Ornaments, Make-up and Nail Varnish

For health and safety reasons we do not allow children to wear jewellery. Reasonable adjustments will be made for religious, cultural or medical reasons in accordance with the Equality Act 2010 were feasible and safe to do so. No other form of body piercing is acceptable. Children are required to remove any items during PE lessons to prevent them from causing injury. Children with newly pierced ears will not be able to participate in physical activities until they are able to remove the earrings. Please note: Teachers are not permitted to remove earrings. Alternative arrangements will be considered where appropriate following individual risk assessment.

Hair bands, ribbons / bows or 'scrunchies' should be in school colours. Hair bands should not have large flowers attached. Make-up and nail varnish should not be worn to school unless for an out of school-hours function, for example a school disco. Hairstyles and haircuts – parents are asked to use their discretion when deciding hair styles/cuts for their children and what is appropriate for school.

The school welcomes hairstyles associated with a pupil's race, culture, ethnicity, religion or identity. Hairstyles should be safe, suitable for school activities and not include offensive words, symbols or imagery. Hairstyles with words, patterns, symbols or shapes cut into them will not be permitted and parents will be contacted to address as such. Long hair should be tied back for designated activities.

Footwear

For health and safety reasons we do not allow children to wear shoes with platform soles. high heels, or backless shoes, such as sandals or flip flops. All children are required to wear plain black shoes or trainers without logos as stated in the uniform list. If boots are worn these should also be plain black. If boots are large and prevent children from sitting comfortably on the floor, they may be asked to change into their PE shoes whilst inside the building.

4.2 Where to purchase it

- Logo' d school uniform can be purchased at Anglia Sports and Schoolwear, please see the link below.

  King's Ford Academy

- Alternatively, most of the items can be brought at local high street stores / supermarkets
- If you require second-hand uniform,
  - Please contact Dna Essex Free School Uniform Project, please see the link below
  - Support - Free School Uniforms

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 our DSL/FLO if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

We believe that one of the responsibilities of parents is to ensure that their child has the correct uniform and PE kit, and that it is clean, in good repair and that the child's name is written on all items. If a parent has difficulties for any reason with fulfilling this request, they are asked to speak confidentially to a senior member of staff to discuss the issues. Parents should be assured that we do all we can to help. Children who arrive at school wearing non-school uniform clothing will be loaned an appropriate item from a stock of donated clean uniform to wear for that day. For children who do not have a PE kit in school, the teacher will ring the parent to see if the PE kit can be brought into school in time for the lesson. The school welcomes children from all backgrounds and faith communities. If there are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from the school uniform, the school will consider such requests sympathetically. If any parent would like to request a modification to the uniform policy they should, in the first instance, contact the Head of School.

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/carers 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 by following our 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 Governors

The Trustees of Inspires MAT supports the Head of School in implementing the school uniform policy. It considers all representations from parents regarding the uniform policy and liaises with the Head of School to ensure that the policy is implemented fairly and with sensitivity. It is the Trustees' responsibility to ensure that the school uniform policy meets all regulations concerning equal opportunities. Trustees ensure that the school uniform policy enables children to dress sensibly, in clothing that is hardwearing, safe and practical.

6. Monitoring arrangements

The Trustees monitor and review the school uniform policy through its committee work by:

- seeking the views of parents, to ensure that they agree with, and support the policy, through the Home School Agreement which parents are asked to sign when children join our school and which is reviewed regularly;
- considering, with the Head of School, any requests from parents for individual children to have specific dispensation with regard to school uniform.
- This policy will be reviewed every two years by the CEO of the Trust. At every review, the overarching policy will be approved by the Board of Trustees. It will then be issued to schools for personalisation and approval by local Governing bodies.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Code of Conduct