



The Hallmoor School Uniform Policy (Draft)

Date of Approval:	Nov 2022
Approved by:	Local Academy Council
Review Date:	Nov 2024

Policy Information:

Date of last review		Review period	Bi-annually
Date approved		Approved by	Local Academy Council
Policy owner	Headteacher	Date of next review	Nov 2024

Updates made since the last review:

Review date	Changes made	By whom
	New Policy	Headteacher

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 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 the Headteacher, who can answer questions about the policy and respond to any requests

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 features the school logo
- 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 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

It is our policy that pupils wear school uniform when attending school, when representing the school or when participating in a school-organised event outside normal school hours. The aim is that pupils will develop and feel a sense of community and belonging through the wearing of the school uniform.

Our daily school uniform:

- white short or long-sleeved shirt or polo shirt (with or without logo)
- navy blue sweatshirt, jumper or cardigan (with or without logo)
- dark grey or black trousers, joggers, shorts or skirt. Blue and white checked dresses can be worn in summer. (Some pupils, especially those needing help with their personal care, those with mobility issues or those who because of their sensory needs find fastenings challenging may be more comfortable in joggers).
- For some activities, we may ask that long hair be tied back for safety and/or hygiene reasons.
- For safety reasons, ear piercings should be small studs only.
- Shoes should be safe, practical and comfortable.

PE and Swimming Kit

- Sport shorts or joggers (dark colour where possible)
- Plain T-shirt (preferably white)
- Trainers and/or pumps
- For swimming – a costume and large towel (a suitable swim nappy must also be sent in for each session where necessary)
- Brought to school in own choice of bag

Some children may require a change of clothes during the day and it may be advisable for us to keep a spare set in school. To avoid the additional cost to parents in buying extra spare sets of uniform, spare sets of clothing sent into school can be non-uniform that is comfortable, practical and appropriate; with each item clearly named.

4.2 Where to purchase it

- Uniform with the school logo can be ordered via Brigade online uniform shop at www.brigade.uk.com
- Uniform without the school logo can be purchased from high street retailers such as supermarkets.
- Some secondhand uniform may be available directly from the school and school may be able to hold a second hand uniform sale depending on stock availability.

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, or parents/carers advocating on their behalf, are also expected to contact the Headteacher if 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 Headteacher 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.

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 in line with the school's 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 Local Academy Council

The Local Academy Council (LAC) 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 Trust Board will also make sure that the Trust schools' 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 bi-annually (or more frequently if required) by the Headteacher. At every review, it will be approved by the Local Academy Council.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Home/school agreement