



# Uniform Policy



Status	Statutory
Responsible Governing Board	Full Governing Board
Responsible Persons	Principal- Sarah Crampton, Chair of Governors - Chris Lambert
Date Policy Agreed	October 2022
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<i>Version</i>	<i>Revision Date</i>	<i>Revised by</i>	<i>Section Revised</i>

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## **Aims**

This policy:

- Sets out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explains how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarifies 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 the school office via telephone or by emailing [enquiries@carrlodgeacademy.org](mailto:enquiries@carrlodgeacademy.org) can answer questions about the policy and respond to any requests.

### **At Carr Lodge Academy, we believe:**

- A school uniform promotes a sense of pride in the school and reinforces our school values
- Promotes a feeling of community and belonging
- Is practical and smart
- Identifies the children within the school
- Is not a distraction in class
- Makes children feel equal to their peers in terms of appearance
- Is regarded as suitable
- Is good value for money

## **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
- 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 and is available from 'high street' retailers
- 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

## **Expectations for school uniform**

### **Our school's uniform**

#### **Nursery to Year 5**

- Charcoal grey trousers/skirts/shorts
- White polo shirt with or without logo
- Bottle green sweatshirt/sweatcardi with or without logo
- Green school dresses can be worn in the warmer months
- Plain grey or black socks
- Plain grey tights
- Small hair bobbles/bands in school colours
- Black school shoes (no heels)

#### **Year 6**

- Charcoal knee length skirt
- Charcoal trousers or shorts (in summer)
- White blouse/shirt (plain)
- Bottle Green blazer (with logo)
- Green Carr Lodge Tie
- Plain grey or black socks
- Plain grey tights
- Small hair bobbles/bands in school colours

### **Footwear**

- Smart black school shoes – all shoes to be sensible and low heeled

- Boots or trainers are not acceptable for children to wear in school
- Wellington boots can be worn to school in case of bad weather but must be removed on entry to the school building (EYFS keep wellies at school for Forest School)

## **PE Uniform (worn instead of normal uniform on PE days)**

### **Indoor kit**

- Black shorts
- Bottle Green t-shirt with or without logo (not polo shirt due to Health and safety)
- Sports trainers or pumps

### **Outdoor kit**

- Bottle Green t-shirt with or without logo (not polo shirt due to Health and safety)
- Plain black jogging bottoms or leggings
- Bottle Green Carr Lodge Hoodie **or plain** black sweatshirt or hoodie
- Outdoor trainers- please avoid branded items (no boots with studs etc)

**NB – Jewellery must not be worn for health and safety reasons. Where ears are pierced, only small studs are permitted to be worn.**

**Exceptions can only be made for medical or religious reasons.**

For swimming a full swimming costume (not bikini) or swimming trunks can be worn

N.B. swimming shorts are not welcomed at the swimming baths for health and safety reasons. A towel will be needed from home.

### **Where to purchase it**

- Parents and carers can obtain uniform from:
  - Cliffs of Doncaster or online via myclothing.com
  - Or can be bought more widely, e.g. from 'high-street' retailers
  - Nearly new uniform sales will take place periodically throughout the year with out PTA
  - Requests for nearly new uniform items can be made via the school office
  - Details of any local uniform exchange schemes running, will be shared on school social media

### **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 school office if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## **Parents**

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 school office 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 Principal if the situation does not improve.

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

## **Governors**

The governing 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.

## **Policy Review**

This policy is reviewed every 2 years

## Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality Policy and Action Plan
- Anti-bullying Policy
- Complaints Policy

Policy agreed date

Principal Signed-

Handwritten signature in black ink that reads "J Crampton".

Chair of Governing Board Signed

Handwritten signature in black ink, appearing to be "M. ...", written over a horizontal line.

Date 02/11/2022

Date of next review 02/11/2023