



Improving Outcomes
Increasing Life-Chances



School Uniform Policy

Signed:  on behalf of Inclusive Schools Trust

Date: 19.01.2024

ALL DIFFERENT, ALL EQUAL, ALL LEARNING

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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, disability, marriage and civil partnership, pregnancy and maternity, sex and sexual orientation, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- not list 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 the 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 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/carers to contact the Head of School 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that 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.

Therefore, there is NO requirement to buy items with the school logo on it as long as the uniform is in the school colours (red sweatshirts/cardigans, white/red polo shirts, charcoal grey trousers, shorts, pinafore dresses, or skirts, black/dark coloured school shoes and red and white checked summer dresses). Uniform without a logo is available from most good supermarkets.

We will make sure our uniform with the logo:

- 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
- ensuring the uniform is easily available at a reasonable cost
- allowing cheaper alternatives to school-branded items
- avoiding specific requirements for items pupils can 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 (optional branded sweatshirt, fleece, polo shirt and bookbag)
- avoiding different uniform requirements for different year/class/house groups
- avoiding different uniform requirements for extra-curricular activities
- not requiring specific uniform 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 (please enquire at the school office)
- 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

We encourage all children to take pride in their appearance and wearing the correct school uniform is a fantastic way to start. Our school uniform colour scheme is Red and White. We expect all children to wear school uniform when attending Mousehold Infant and Nursery School, or when participating in a school-organised event outside normal school hours. Children must also have a school PE kit for Physical Education days.

School Uniform

- Red sweatshirt/cardigan – with or without school logo
- White or red polo shirt – with or without school logo
- Charcoal grey trousers, shorts, skirt or pinafore dress
- Red and white checked pinafore dress – in the summer months
- Sensible school shoes, preferably black (no flip flops please, as not safe)
- Red book bag (each reception child will receive a free book bag with our logo as a gift from the Friends of Mousehold)

PE Kit

- White T-shirt
- Charcoal grey shorts or jogging bottoms
- Black plimsols or trainers
- **Stud earrings can be worn but should be taken out or taped on PE days**

Children should not wear

- Hoodies
- Football kits/boots
- Large earrings
- Other jewellery (except watches without a camera)
- Toys (including 'fiddle toys')

4.2 Where to purchase School Uniform

Items of uniform displaying the school logo can be ordered from www.birdsofdereham.com

There is second-hand uniform available from the school office.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to always wear the correct uniform (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 ((unless otherwise instructed)

Pupils are also expected to contact the Head of School on (01603) 427012 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 Head of School on (01603) 427012, if they want to request an amendment to the uniform policy in relation to:

- their child's protected characteristics
- the cost of the uniform
- 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
- discussed closely with the 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 Head if the situation does not improve.

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
- considers the views of parents/carers and pupils
- offers a uniform that is appropriate, practical, and safe for all pupils

The Trust Board will also make sure that the school 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 every year by the Head. At every review, it will be approved by the Trust Board.

7. Links to other policies

This policy is linked to other school/Trust policies including:

- Behaviour Policy
- Equal Opportunities Policy – Pupils
- Whole School Anti-bullying Policy – Pupils
- Whole School Searching, Screening and Confiscation Policy
- Complaints Procedure Policy