



# Uniform Policy

## 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

## OUR SCHOOL'S LEGAL DUTIES UNDER THE HUMAN RIGHTS ACT 1998 AND THE EQUALITY ACT 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race (including colour, nationality, ethnic or national origin), disability, religion or belief, and gender reassignment.

To avoid discrimination, our Federation 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 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 their Head of School who can answer questions about the policy and respond to any requests.

## LIMITING THE COST OF SCHOOL UNIFORM

Our Federation 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.

HEADTEACHER; MRS GEMMA WILLIAMSON & HAYLEY YENDELL

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We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers
- Promotes sustainable practices

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different rooms
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Promoting the donation of unwanted uniform for use by future families
- Providing information on where parents/carers can acquire preloved uniform
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Opting for a colour of uniform that can be sourced in a number of places (natural green)

## EXPECTATIONS OF SCHOOL UNIFORM

Parents can choose whether their child wears a uniform although we do encourage it as it helps them know it's a nursery day, and makes them feel part of our close knit community.

Our School's Uniform:

- Branded School Jumper (non-branded alternatives can be sourced)
- Branded School T Shirt (non-branded alternatives can be sourced)
- Branded School Book Bag (supplied by the school)

Wearing a uniform also prepares them for Primary School. Plus, it makes the morning routine easier for you!

Branded Uniform at Roots is smart, affordable and easy to wash. The polos and sweatshirts come in a natural green, and are soft and comfortable against your child's skin.

Where to Purchase: A link to Team-Ware, our uniform supplier can be found on each school website.

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