

# Eden Federation

# School Uniform Policy

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<b>Approved By:</b>	<b>LGB</b>
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<b>Person Responsible:</b>	<b>Executive Headteacher</b>

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## Statement of intent

Eden Federation believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “uniform” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils’ families. We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

## 1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) ‘Cost of school uniforms’
- DfE (2021) ‘School Admissions Code’
- DfE (2021) ‘School uniforms’
- Equality and Human Rights Commission (2022) ‘Preventing hair discrimination in schools’

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Equality & Diversity Statutory Duties and Objectives

## 2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

### 3. Cost principles

The school will ensure that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

The headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be worn out quickly.
- Making donated second-hand uniform available for purchase at a lower price.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the [‘School uniform supplier’](#) section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

#### **4. Equality principles**

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils’ consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents’ concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school’s Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

#### **Gender**

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the [‘Cost principles’](#) section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the [‘School uniform’](#) section of this policy regardless of the legal sex recorded

on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

### **Religion and belief**

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

### **Race**

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on ['Preventing hair discrimination in schools'](#).

### **SEND and medical conditions**

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## **5. Complaints and challenges**

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

## **6. School uniform supplier**

Easton St Peters, Great Witchingham and Hockering Academy uniform can be purchased direct online from either Birds of Dereham: [www.schoolwear-uk.com](http://www.schoolwear-uk.com) or you can call in to Birds of Dereham's shop at Unit D, 13 Yaxham Road, Dereham, NR19 1HB.

Cawston Uniform and PE kit is available online at [www.schooltrends.co.uk/uniform/CawstonVCPriamrySchoolNR104AY](http://www.schooltrends.co.uk/uniform/CawstonVCPriamrySchoolNR104AY).

## **7. Uniform assistance**

The school will support disadvantaged families in meeting the costs of uniforms. The budget for school uniform assistance will be derived from pupil premium funds.

For parents or carers to claim school uniform assistance, their children should be eligible for FSM. Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Families who need assistance should speak with the school office in the first instance.

The school will hold second-hand school uniforms for parents to access; access to these uniforms will be made available upon request made to the Head of School.

Parents will be invited to donate their child's uniform when they no longer need it.

## **8. Non-compliance**

Class Teachers will be expected to speak to children who are in breach of the uniform policy. This should be followed up the following day to ensure that the child is wearing correct uniform.

If a child consistently attends in breach of school uniform then the class teacher is expected to contact the parents to ascertain why the child is not in correct uniform and offer any support that may be needed.

If the child continues to attend in breach of the uniform policy the Head of School should be informed.

## **9. School uniform**

The Easton St Peters school uniform is as follows:

- A royal blue sweatshirt or cardigan with the school logo
- White shirt/polo shirt
- Black, grey or navy trousers / skirt / pinafore
- Flat black shoes
- A blue fleece with the school logo



#### P.E. Kit (indoor)

- White T-shirt or polo shirt
- Navy or black shorts
- Black slip-on plimsolls

#### P.E. Kit (outdoor)

- White T-shirt or polo shirt
- Jogging trousers and a warm top for winter
- Trainers

#### Swimming

- A one piece costume or swimming trunks (not Bermuda shorts)
- A towel
- Long hair tied back or a swimming hat

#### Jewellery

Only small studs and / or a watch may be worn in school.

Please note that all jewellery must be removed for P.E.

Hair Styles In line with our cluster High School, there should be no extremes of hair colour or styles of hair - including dip dye. Hair must be of natural colour.

Students may have grade hair, but may not have patterns designed in.

The Cawston school uniform is as follows:

- White polo shirt.
- School red sweatshirt/cardigan or red jumper/cardigan.
- Grey or black trousers or skirt.
- Red school dress for girls in the summer.
- Grey or black shorts for boys in the summer.
- Black school footwear (no trainers please).
- PE Kit: red shorts, white polo, plimsolls, black track suit, trainers.
- Outdoor Clothing – wellies, waterproof trousers & hooded jacket.

#### P.E.

- a white vest or t-shirt.
- plimsolls (not trainers) or bare feet
- Black track suits & trainers may be worn for outdoor PE.
- For games, the top classes may wear football kit for football and hockey with either football boots or hockey boots. Normal P.E. kit with trainers or plimsolls should be worn for netball.

#### Jewellery

Children with pierced ears should only wear studs which must be removed for PE activities and swimming. Children should not come to school with any other kind of body piercing because of the danger of accidents in the school environment. A child breaking this rule will be asked to remove their rings or studs or will be sent home. If your child is unable to remove/replace his/her own earrings for PE they should not wear them on PE days.

Long hair must be tied back for school. We do not allow fashion haircuts, shaves, colours or styles.

The Great Witchingham school uniform is as follows:

- A blue sweatshirt or cardigan with the school logo
- White or blue shirt/polo shirt
- Blue check dress for summer
- Black, grey or navy trousers / skirt / pinafore
- Flat black shoes
- A blue fleece with the school logo

P.E. Kit (indoor)

- T-shirt with logo
- Navy or black shorts
- Black slip-on plimsolls

P.E. Kit (outdoor)

- T-shirt with logo
- Jogging trousers and a warm top for winter
- Trainers

Swimming

- A one piece costume or swimming trunks (not Bermuda shorts)
- A towel
- Long hair tied back or a swimming hat

Jewellery

Only ear studs not hoops. Please ensure that your child can remove these themselves for PE. Other jewellery should not be brought into school. We do not expect children to wear make-up or nail varnish.

The Hockering school uniform is as follows:

- A blue sweatshirt or cardigan with the school logo
- White or blue shirt/polo shirt
- Blue check dress for summer
- Grey trousers / skirt / pinafore
- Flat black shoes
- A blue fleece with the school logo

P.E. Kit (indoor)

- Navy polo shirt
- Navy shorts
- Black plimsolls

P.E. Kit (outdoor)

- Navy T-shirt or polo shirt
- Navy shorts
- Navy Jogging trousers and a warm top for winter

- Trainers

#### Swimming

- A one piece costume or swimming trunks (not Bermuda shorts)
- A towel
- A swimming hat

#### Jewellery

Only small studs and / or a watch may be worn in school.

Please note that all jewellery must be removed for P.E.

Hair Styles In line with our cluster High School, there should be no extremes of hair colour or styles of hair - including dip dye. Hair must be of natural colour.

Students may have grade hair, but may not have patterns designed in.

### **10. Labelling and lost property**

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing will be taken to the lost property box. Lost property will be disposed of after each term if it remains unclaimed.

### **11. Monitoring and review**

This policy will be reviewed annually by the chair of governors and the headteacher. The next scheduled review date for this policy is July 2024.

Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.