Rode and Norton St Philip School Federation

Uniform Policy

Version	Reviewed By	Date Approved	Approved by	Revision Date
1.0	Kim Slade	Feb 2025	FGB	Feb 2026
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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, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs

3. Limiting the cost of school uniform

Rode and Norton St Philip School Federation 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 need 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/carers' ability to 'shop around' for a low price.

Children who qualify for Pupil Premium will be able to use some of their annual £100 voucher to cover uniform costs if desired.

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. A jumper/t shirt without a logo is acceptable.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items.
- 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
- Avoiding different uniform requirements for extra-curricular activities other than Sports Day.
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Second hand uniform is available from the school office at no cost.

4. Expectations for school uniform

4.1 Our school's uniform

- Grey trousers/shorts/skirt or pinafore dress.
- Purple Jumpers/sweatshirts/fleece/cardigan, all branded with logo. Only only one of these items is required.
- White or purple polo-shirts optional branding or white shirts.
- Lime green PE T-shirts branded.
- Purple PE shorts.
- Purple book bags – branded.
- Expectations for jewelry and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010). Hair should be always tied up. No necklaces, bracelets and dangly earrings.
- Watches: Children may wear a sensible analogue watch to school (no character watches).
  Children may wear watches that count steps, as well as the time.
  Please note that watches that take photographs or are GPS/cellular enabled are not permitted.
- Shoes should be black – No branded trainers

4.2 Where to purchase it

- Branded items can be purchased from Cosmic Monkey
- Secondhand uniform can be purchased through contacting the school office.

- Unbranded items can be purchased through any local shop or supermarket.

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 (if required)

Parents are also expected to contact the Headteacher (Georgina Muxworthy) 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/carers are also expected to contact the Headteacher (Georgina Muxworthy) 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/carers 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/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 headteacher if the situation doesn't 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 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/carers 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 and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by the full governing bord of Rode and Norton st Philip School Federation. At every review, it will be approved by the full governing bord of Rode and Norton st Philip School Federation.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy