



# Elevate School Uniform Policy



## Hackness CE Primary

Version	Author	Dated	Status
1	The Head of Governance and Safeguarding		30.05.2022
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3			

 Elevate Multi Academy Trust (Elevate) has agreed this Policy and as such, it applies to all Academies within the Trust.

 References to 'the Head teacher' includes the Executive Head teacher, Head teacher, Head of school or acting Head teacher as appropriate.

### Statement from Elevate:

It is important that children who attend Elevate’s Academies feel a sense of belonging and community through a smart and practical uniform.

We believe a uniform allows all children, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports-specific attire.

Furthermore, we are committed to promoting equality and value for money, and to ensuring that no child is unfairly discriminated against.

In this context, we make all reasonable endeavours to support the Department for Education’s nonstatutory guidance (published November 2021) advising on access to, requirements for, and the costs associated with, school uniform. The Guidance can be found here:

<https://www.gov.uk/government/publications/school-uniform/school-uniforms>

Elevate’s Academies, with differing characters and compositions, are all “uniformed” Academies. Each Academy, through its leaders and Local Governing Bodies, sets expectations and articulates what items are and are not acceptable. They also, through their procedures – including behaviour policies and disciplinary policies – outline the measures to be taken should children not meet those expectations. Elevate supports our Academies in this also.

### **To support our children and their families, our Academies:**

Endeavour to keep uniform costs reasonable by:

- 🌱 not insisting on unnecessary items;
- 🌱 avoiding frequent changes;
- 🌱 providing “lead in” time where possible, and
- 🌱 through working (again where possible) with a range of suppliers to offer competitive price points for families.

Further information can be found on this approach here:

<https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>

Specifically, Elevate looks to minimise a reliance on ‘branded’ items (although recognising the value that is derived from a sense of pride in the Academy, and making its children clearly identifiable to their communities).

Elevate supports families wishing to access second-hand garments as cheaper and more environmentally-sustainable alternatives to new purchases.

Elevate seeks to ensure inclusion through stipulating any and all uniform items as being acceptable to any and all children of the appropriate age in the Academy.

Specific school uniform information is published on each Academy’s own website, with this Trust-wide Policy appended to it. Please consult with your Academy’s website for further information on uniform requirements, the management of non-compliance and the management of complaints.

### **Links to Other Policies**

This policy is linked to our:

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

## Elevate'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, Elevate will:

- 🌱 Avoid listing uniform items based on sex, to give all children 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 children;
- 🌱 Allow all children to have long hair (though we reserve the right to ask for this to be tied back);
- 🌱 Allow all children to style their hair in the way that is appropriate for school yet makes them feel most comfortable;
- 🌱 Allow children to request changes to swimwear for religious reasons;
- 🌱 Allow children to wear headscarves and other religious or cultural symbols;
- 🌱 Allow for adaptations to our policy on the grounds of equality by asking children or their parents and carers to get in touch with the Head teachers, who can answer questions about the policy and respond to any requests.

Elevate 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 an Academy logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' and carers' 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;
- 🌱 Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties;
- 🌱 Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability;
- 🌱 Avoiding specific requirements for items children 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 Academy's uniform can act as a social leveler;
- 🌱 Avoiding different uniform requirements for different year/class/house groups;
- 🌱 Avoiding different uniform requirements for extra-curricular activities;
- 🌱 Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels;

- ✿ Making sure that arrangements are in place for parents and carers 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, carers and children on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

## Expectations for School Uniform

### Hackness CE Primary

#### School Uniform

- ✿ Red sweatshirt or red cardigan
- ✿ Navy blue trousers, shorts, skirt or pinafore
- ✿ White polo shirt
- ✿ Red and white checked dress for during the warmer months

School sweatshirts and cardigans with our school logo embroidery can be purchased from Your School Uniform. Standard items can be purchased from any supermarket/uniform retailer.

#### PE Kit

- ✿ White t-shirt
- ✿ Navy blue shorts
- ✿ Plimsolls or trainers

Families may also wish to provide jogging bottoms and a warm top for colder weather, provided they are not heavily branded/feature large sports logos.

In the interest of safety, children are discouraged from wearing jewellery.

Rings, bracelets and necklaces are not permitted.

Children with pierced ears should remove their earrings for PE or Swimming.

Makeup and nail varnish are not permitted.

Children to wear black school shoes and bring an appropriate coat, bookbag or small rucksack to school each day.

#### Where to Purchase It:

School embroidered uniform can be purchased from Your School Uniform at [www.yourschooluniform.com](http://www.yourschooluniform.com)

Standard items can be purchased from any supermarket/uniform retailer.

Friends of Hackness (FOHSA) hold a selection of pre-loved uniforms and can be contacted via the school office.

## Expectations for Hackness CE Primary Community

### Children

Children are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- 🌱 On the Academy's premises
- 🌱 Travelling to and from the Academy;
- 🌱 At out-of-school events or on trips that are organised by the Academy, or where they are representing the Academy (if required).

Children are also expected to contact the Head teacher if they want to request an amendment to this uniform policy in relation to their protected characteristics.

### 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 and Carers are also expected to contact the Head teacher 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 Elevate's Complaints Policy

The Academy will work closely with parents to arrive at a mutually acceptable outcome.

### Staff

Staff will closely monitor children to make sure they are in correct uniform. They will give any children and families breaching this uniform policy the opportunity to comply, but will follow up with the head teacher if the situation does not improve.

Ongoing breaches of this uniform policy will be dealt with by the Head teacher.

In cases where it is suspected that financial hardship has resulted in a child not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

## Governors

The Local Governing Body will review this policy and make sure that it:

- 🌱 Is appropriate for their Academy's context;
- 🌱 Is implemented fairly across the Academy;
- 🌱 Considers the views of parents, carers and children;
- 🌱 Offers a uniform that is appropriate, practical and safe for all children.

The Local Governing Body will also make sure that the Academy'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.

## Monitoring Arrangements

This policy will be reviewed every 2 years by the Head of Governance and Safeguarding. At every review, it will be approved by Elevate's Standards Committee.