



# Uniform Standards

## Firbeck Academy



**Approved by:** TILT

**Date:**

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## Introduction

Our mission is to create transformational schools that belong to their communities and where all pupils and staff achieve more than they thought possible. Our uniform expectations directly match to this; we have incredibly ambitious standards. The uniform is designed to be a visual representation of the school culture, it effectively supports a safe and purposeful climate for learning. Our expectation is that all children and young people will adhere to our high standards of uniform at all times. Our schools will always present uniform policy as not being gender specific.

## Contents

Introduction.....	1
1. Aims .....	2
2. Our school's legal duties under the Equality Act 2010.....	2
3. Limiting the cost of school uniform .....	3
4. Expectations for school uniform .....	3
4.1 Primary School.....	4
4.4 Our school's uniform – The Specifics .....	4
4.5 Where to purchase it.....	5
5. Expectations for our school community .....	5
5.1 Parents and carers.....	5
6. Staff.....	5
7. Governors .....	6
8. Links to other policies.....	6
Appendix 1: Average cost of uniform per pupil .....	7

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## 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is at a 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 sex, race, religion or belief, 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 in relation to a Health and Safety requirement)
- Allow all pupils to style their hair in the 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 to get in touch with Sem Cao (Headteacher) on 0115 9155739, 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 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.

We will make sure our uniform:

- Is available at a reasonable cost, this is demonstrated in the costing grid Appendix 1
- 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 the number of items with distinctive characteristics where possible. School to add items that are branded.
- We limit 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
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different years
- 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 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 and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Parents experiencing financial hardship should contact Gill Maguire on 0115 9155739 who will be able to discuss the options that could be available

### 4. Expectations for school uniform

The Trust requires all students 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)

School staff are expected to ensure that the exacting standards of uniform are always maintained.

#### **4.1 Primary School**

We regard the uniform as a practical, distinguishing feature that helps children to feel part of the school and gives a formal appearance. It is the expectation of the Trust that all students wear the uniform based on the principles set out below. Children are expected to contact Sem Cao (Headteacher) on 0115 9155739, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

The Trust requires all children to always wear the correct uniform as a minimum this is (other than specified non-school uniform days):

- Jumper / cardigan
- Black or grey skirt / pinafore dress (knee length)
- Black or grey trousers / shorts (trousers and shorts should be properly tailored cloth trousers of a straight leg fit, no leggings)
- Summer dress (knee length)
- White shirt / polo shirt with collar
- Black shoes (heels must not be over 2 inches in height). No trainers allowed.

In addition to the above guidelines the following principles should also be adhered to as a minimum standard.

- Students should not wear jewellery except for a watch and one small stud or sleeper per ear (no other body studs to be worn) no facial piercings
- Hairstyles should be neat and presentable – natural hair colours only
- Hats must not be worn in and around the school buildings
- No denim should be worn in school
- Shirts must be always tucked in
- Make-up should be minimal and natural; staff have the right to challenge inappropriate or overtly obvious make up applications. Make-up includes nails (colour and length), eyelashes, eyebrows, and foundation – this list is not exhaustive.
- Black trousers these should be properly tailored cloth trousers, no leggings, jeggings or cropped trousers
- Black shoes (heels must not be over 2 inches in height) no trainers allowed.
- A white shirt with collar (not a polo shirt)
- A V-necked jumper (optional)

#### **4.2 Our school's uniform – The Specifics**

- Generic items are acceptable instead of branded ones
- Blue shorts, white t shirt and black plimsolls for PE in warmer weather
- Black or dark grey leggings / jogging bottoms and plain black or dark grey long sleeved jumper / top in winter
- Swimming - One piece swimsuit for girls and swimming trunks for boys
- No jewellery allowed except a watch and stud earrings
- No hair fashion accessories are allowed, as per the uniform handbook
- Nail varnish is not permitted at all times

- Long hair must be tied back during PE, swimming and D&T lessons
- School footwear is plain, black and ankle height. Footwear must be safe for children to run around in at breaktimes but also smart enough to make them feel proud of our whole school's appearance. Please see the uniform handbook for further details
- Which items are only required in specific circumstances or at certain times of the year

#### **4.3 Where to purchase it**

- Uniform can be purchased from a range of high street retailers

## **5. Expectations for our school community**

### **5.1 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 Sem Cao (Headteacher) on 0115 9155739 if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

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 our school's complaints policy

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

## **6. Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. If a pupil arrives in the wrong uniform schools will work with the pupil and the family to resolve these issues immediately. This may include isolating the pupil until the uniform issues have been resolved. Non-compliance will result in an escalation of sanctions.

Breaches of our uniform policy which includes shirts being untucked will be sanctioned by using the school behaviour policy and speaking to parents.

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. It is expected that schools will hold a stock of uniform.

## **7. Governors**

The governing body 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 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.

## **8. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Safeguarding policy
- Educational Trips and Visits
- Anti-bullying policy
- Complaints policy

## Appendix 1: Average cost of uniform per pupil

UNIFORM ITEM	BRANDED?	COST PER ITEM (£)	NUMBER OF ITEMS PER PUPIL	TOTAL COST (£)
Skirt / Trousers	No		2	8.00 / 11.00
Shirt	No		5	7.50
Jumper	No		2	7.00
Shoes	No		1	20.00
PE shorts	No		1	4.00
PE tshirt	No		1	4.00
Plimsolls	No		1	3.00
Tracksuit	No		1	5.00
Long sleeved tshirt	No		1	3.00
Swimsuit / Trunks	No		1	4.00

**Total cost for girls and boys** – even though the policy doesn't list items by sex, we have still considered the different cost implications for pupils based on sex. Additional costs due to religious beliefs has also been considered.

<b>TOTAL COST (GIRLS)</b>	£65.00 - £75.00
<b>TOTAL COST (BOYS)</b>	£65.00 - £75.00
<b>ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)</b>	