



# Uniform Standards

## Robert Miles Infant School



**Approved by:** TILT

**Date:**

**Last reviewed on:**

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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 .....	2
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 .....	4
4.1 Primary School (Delete as appropriate).....	4
4.2 Our school's uniform – The Specifics .....	4
4.3 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 .....	6

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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 the headteacher 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. While our school jumper and polo shirt can be logo'd there is no expectation that children wear this version.
- 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 year 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 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 the school who will be able to discuss the options that could be available. The school also advocates re-homing uniform and has this available for parents/carers

## 4. Expectations for school uniform

Trust Uniform and dress code principles

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 (Delete as appropriate)

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.

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 with school badge
- 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)
- Summer dress (knee length)
- Shirt / polo shirt with collar – colour to match school branding style
- Black shoes (heels must not be over 2 inches in height). No trainers allowed unless it is a PE or Forest School day.

In addition to the above guidelines the following principles should also be adhered to as a minimum standard. Schools have local autonomy to strengthen these requirements if they feel it would benefit their communities:

- 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

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

- All branded items are optional and may be substituted with a plain alternative
- Expectations for PE – children to bring a suitable change of clothes or wear suitable clothing they may already be wearing

- Expectations for jewellery and hairstyles (take into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
- Health and Safety specific elements around long hair being tied back for particular activities
- Expectations for shoes, bags and coats – children are expected to have suitable clothing which does not restrict their access to a full curriculum, including outside learning

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

- Information about where parents and carers can obtain the uniform, including where items are only available from a specific retailer or can be bought more widely, e.g. from 'high-street' retailers are available in our starters pack
- Information about second-hand uniforms and how your local systems work
  - school will arrange a second-hand uniform collection throughout the year

## **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 the headteacher 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 providing the pupil with the correct uniform.

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 (£)
Shirt	Yes	7.00	3	21.00
Skirt	No	5	1	5
Trousers	No	7.00	3	21.00
Jumper	Yes	8.50	1	8.50
PE Shirt	no	3.00	1	3.00
PE Shorts	No	6.65	1	6.65

**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>	44.15 maximum, non-logo alternatives can be worn
<b>TOTAL COST (BOYS)</b>	44.15 maximum, non-logo alternatives can be worn
<b>ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)</b>	44.15 maximum, non-logo alternatives can be worn