

## School Uniform Policy

### Thurnby Mead Primary Academy

#### Policy Monitoring, Evaluation and Review

This policy is effective for all Schools within The Mead Educational Trust, the Teaching School, the SCITT and all other activities under the control of the Trust and reporting to the Trust Board.

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#### Revision History:

Version	Date	Author	Summary of Changes:
1.0	Feb 2023	ET	New policy
2.0	Nov 2024	TH	Inclusion of the Equality and Human Rights Commission's guidance on preventing hair discrimination in schools.

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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 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 expectations, and thus costs, are the same for all pupils within the school
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back) and coloured hair (as deemed appropriate by the School).
- Allow an inclusive environment by adopting The Equality and Human Rights Commission's guidance on [preventing hair discrimination in schools](#).
- Allow pupils to request changes to swimwear for religious reasons. Schools will consider each request individually and make reasonable adjustments where possible. It will remain the School's decision to allow any change
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for potential adaptations to our policy on the grounds of equality and protected characteristics by asking pupils or their parents to contact Michelle Woodhouse – FAO Michelle Woodhouse [Office@thurnby-tmet.uk](mailto:Office@thurnby-tmet.uk) who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of School uniform

Thurnby Mead Primary Academy 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 must have a School logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and may limit parents' ability to 'shop around' for a low price.

With this in mind, we will make sure that our uniform:

- Is available at a reasonable cost

- Limits the number of branded items required
- Provides the best value for money for parents/carers

We will do this by:

- Limiting any items with distinctive characteristics where possible: *for example, by encouraging parents to purchase non-branded uniform from supermarkets/low-cost retailers*
- *Avoiding specific requirements for items pupils could wear on non-School days, such as coats, bags and shoes*
- *Keeping the number of optional colour items to a minimum for PE kit*
- *Avoiding different uniform requirements for different year/class/house group and for extra-curricular activities*
- *Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes*
- Ensuring that uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- Making sure that arrangements are in place for parents to acquire second-hand uniform items – we have a selection of pre-loved uniform in school and can also support with sourcing items from local charities
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for School uniform

### 4.1 Our School's uniform

Required Uniform:

- \* Blue sweatshirt/jumper/cardigan
- \* White t-shirt/polo-shirt
- \* Grey or black trousers/joggers/dress/skirt/shorts
- \* Blue and white checked dress/skirt/shorts/culottes suit
- \*Shorts only to be worn in warm weather
- \* Black shoes – comfortable, flat heels and no logos

### PE

- White t-shirt – colour optional
- Black shorts/leggings/joggers – colour optional
- Blue sweatshirt -colour optional
- Trainers – required
- Long length leggings/joggers and a sweatshirt are required in cooler weather
- Shorts only to be worn in warmer weather/indoor PE
- Long hair must be tied back for PE

## Swimming

- Religious swimming kits
- Full swimming costume (no bikinis or tankinis)
- Swimming leggings if desired
- Swimming shorts (no loose-fitting Bermuda shorts)
- Goggles – only on request to the PE lead
- Long hair must be tied back for swimming

## Jewellery

- Religious jewellery is acceptable and must be covered in PE if it cannot be removed
- Ear-rings should be a small stud
- Where possible ear-rings should be removed for PE or covered with micro-pore tape

## Book Bags

- \* Can be ordered at the school office or a generic blue book bag purchased at a retailer
- \* Book bags should be flat (no back-packs) and no larger than A3 size, to fit into drawers/storage boxes at school - required

### 4.2 Where to purchase it

\* School uniform can be purchased from high street stores/supermarkets

\* Second-hand uniform – we have a large stock of pre-loved uniform which is available free of charge. Please ask at the office.

## 5. Expectations for our School community

### 5.1 Pupils

Our pupils wear the Thurnby Mead primary Academy uniform with pride. The uniform is an important part of our School's identity and standing within our community. We ask that pupils wear their uniform correctly at all times including:

- 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 Thurnby Mead Primary Academy

Pupils are also expected to contact Michelle Woodhouse – FAO Michelle Woodhouse [office@thurnby-tmet.uk](mailto:office@thurnby-tmet.uk) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 5.2 Parents and carers

We ask that Parents and carers work in partnership with the School by ensuring that 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 Michelle Woodhouse FAO Michelle Woodhouse **Office@thurnby-tmet.uk** if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

The School is committed to working with parents to resolve any concerns regarding School uniform. Parents are expected to lodge any complaints or objections relating to the School uniform in a timely and reasonable manner and the School will work closely with parents to arrive at a mutually acceptable outcome. Any disputes about the cost of uniform will be:

- Resolved locally
- Dealt with in accordance with our Trust's complaints policy

### **5.3 The School**

The School will ensure that the expectations for pupils and for parents and carers are clearly communicated; the School uniform policy will be published on the School's website, and be made available for all parents, including parents of prospective pupils/students/scholars.

To support parents and families the School will:

- assess the overall cost implications of the uniform policy for parents and carers
- ensure that uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- put in place arrangements for parents and carers to acquire second-hand uniform items

The School will work proactively with parents and pupils to ensure that uniform expectations are met. Where a pupil is not wearing the expected uniform, the School will put in place support to rectify this, for example through the loaning of uniform. Where accessing uniform is not a barrier and where appropriate, the School will apply the use of sanctions as outlined in the school behaviour policy.

## **6. Monitoring arrangements**

This policy will be reviewed every 2 years by our Schools Director. At every review, it will be approved by the Executive Team.

## **7. Links to other policies**

This policy is linked to our:

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