



Tadpole Farm
CE Primary Academy

School Uniform Policy

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This Policy is a 4 level policy

This policy is to be reviewed:

Annually /every two years / every three years / **other (every 4 years)**

Drafted by: Senior Leadership Team

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Date approved / adopted by Academy Council	11/7/22	Sally Robertson & Ewan Young Co-chairs of the Academy Council
Signed By:		John Spencer School Principal
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Date amended		
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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 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 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 school office on 01793 729740, who can answer questions about the policy and respond to any requests

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 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
- 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: we ask that only school jumpers are needed to have the school logo on.
- 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 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/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 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

4. Expectations for school uniform

4.1 Our school's uniform

- The branded items that are required are the school jumper or cardigan with the school logo
- A school PE hoody and white polo t-shirts
- We will accept plain white polo t-shirts/shirts and grey trousers/skirts.
- We expect children to wear either the school blue logo hoody, a plain black hoody and black joggers/leggings/shorts and a plain white crew neck t-shirt. Children are asked to wear trainers – ideally these are black and non-marking.
- We ask that long hair is tied back if your child feels comfortable with doing so. Children are allowed to wear stud earrings only but these must be taken out or covered for PE and swimming.
- We ask that children wear black school shoes that cover the whole foot eg no open toe shoes. Children can wear a coat that suits the weather and this is parental/carer choice.
- EYFS/KS1: Children are required to have a blue book bag and this can have the school logo on or can be plain blue. KS2: children can bring their own backpack but this must be able to fit in a locker or hang easily on a peg.
- In summer, we ask that children bring a sunhat to school but not sunglasses as these are not safe. Children can wear a blue and white checked summer dress/jumpsuit or grey shorts when the weather is warm enough to do so.

4.2 Where to purchase it

- Parents/carers can obtain uniform with the school logo from either Monkhouse, Swindon or Dressmyschool. All contact details can be found on the school website. For all other items, these can be obtained from any major retailer or supermarket.
- Information about second-hand uniform -

- The school PTA arranged second hand uniform sales
- The school keeps second hand uniforms and allows opportunities for families to buy items they need at the end of a long term. This is advertised through the school blog and notices

5. Expectations for our school community

5.1 Pupils

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

- On the school premises
- Traveling 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 unless stated otherwise

Pupils are also expected to contact John Spencer (Headteacher) 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 and washed regularly
- Clearly labeled with the child's name

5.3 Staff

Staff will closely monitor pupils to make sure they are in the 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 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 every 4 years by the Headteacher or Deputy Headteacher. At every review, it will be approved by the academy council.

7. Links to other policies

This policy is linked to our:

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