Nottinghamshire County Council The Key > Leaders

Mapperley Plains Primary School

Uniform Policy

Non-Statutory

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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 all 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: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch the Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

The school is committed to ensuring that the cost of uniform is reasonable and does not act as a barrier to attendance. In setting this policy, we have considered the needs of our school community and aim to provide a uniform that is affordable, practical and widely available.

We follow Department for Education guidance on the cost of school uniform and will:

- Keep the number of branded items to a minimum
- Ensure most items are unbranded and can be purchased from a range of retailers
- Avoid specifying particular brands for items such as coats, bags and shoes
- Avoid frequent changes to uniform requirements
- Provide access to second-hand uniform through the school
- Offer support to families where there are financial difficulties

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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers
- We will do this by:
- Limiting the number of compulsory branded items of uniform and PE kit to a small number, in line with current and forthcoming Department for Education guidance
- Carefully considering whether branded items are necessary and keeping these to a minimum
- Ensuring that, where branded items are used, they are low-cost and durable
- Allowing unbranded alternatives wherever possible so items can be purchased from a range of retailers
- Avoiding specific requirements for items such as coats, bags and shoes that can be worn outside of school
- Avoiding different uniform requirements for different groups, classes or activities
- Avoiding the need for different branded items at different times of the year
- Providing access to second-hand uniform through the school, and making this available to both current and prospective families
- Supporting families experiencing financial difficulty
- Avoiding frequent changes to uniform requirements
- Consulting with parents and carers on any significant changes
- Avoiding single-supplier arrangements where possible
- Regularly reviewing this policy to ensure uniform remains affordable and represents good value for money

4. Expectations for school uniform

4.1 Our school's uniform

Our school uniform has been designed to be practical, affordable and widely available.

Branded items

The following items are available with the school logo:

• Sweatshirt, jumper or cardigan

Branded items are optional. Pupils may wear unbranded alternatives in the correct colour.

Main uniform (unbranded items)

- Polo shirt: white or navy
- Trousers or shorts: grey or navy, tailored school wear
- Skirt or pinafore: grey or navy, knee length
- Summer dress: blue gingham
- Socks: plain

- Tights: plain dark

All items should be appropriate for school, fit for purpose and meet expectations of modesty.

Footwear, coats and bags
- Shoes should be black and suitable for school use
- Trainers are not part of the main school uniform but are required for PE
- Coats and bags should be practical and appropriate for school

The school does not specify brands or styles for these items to allow flexibility and affordability.

PE kit
- White or navy T-shirt
- Navy shorts, leggings or jogging bottoms
- Trainers for outdoor activities
- Optional plimsolls for indoor use

PE kit requirements are kept simple to minimise cost and ensure flexibility.

Jewellery and appearance
- Jewellery is not permitted, except for small stud earrings and watches
- Earrings must be removed or covered for PE
- Make-up and nail varnish must not be worn
- Hair should be neat and appropriate for school
- Hairstyles must not be discriminatory in relation to cultural or racial identity
- Long hair should be tied back where required for safety

Seasonal and specific requirements
The school does not require different branded items for different times of the year.
Additional items, such as warmer clothing, should follow the same colour expectations but do not need to be branded.

Loaning and second-hand uniform
The school provides access to second-hand uniform and may support families where needed.
Where uniform items are loaned or provided for specific events, suitable alternatives will always be permitted. Pupils will not be required to wear additional branded items to participate.

4.2 Where to purchase or acquire it
Most items of school uniform are unbranded and can be purchased from a wide range of retailers, including supermarkets and high-street stores.
Optional branded items, such as sweatshirts, jumpers or cardigans with the school logo, are available from:
https://www.just-schoolwear.co.uk/

Parents and carers are not required to purchase branded items and may choose suitable unbranded alternatives.

Second-hand uniform
The school provides access to second-hand uniform to support families and reduce costs.
- Second-hand uniform is available from the school for a small donation
- Families can request items by contacting the school office
- Access to second-hand uniform is available to both current and prospective families

The school ensures that second-hand uniform can be accessed in a timely and discreet manner.

Supporting families
The school is committed to ensuring that no child is disadvantaged due to the cost of uniform.
Families experiencing financial difficulty are encouraged to contact the school, where support will be offered sensitively and confidentially.

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
- 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)
- Pupils are also expected to contact the 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
- Clearly labelled with the child's name
- In good condition
- Parents/carers 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
- The cost of the uniform
- Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.
- 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

- Staff will closely monitor pupils to make sure they are in 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.
- Ongoing breaches of our uniform policy will be dealt with by school's behaviour policy.
- 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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

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/carers, 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 three years by the Headteacher.
At each review, the policy will be approved by the governing body.

7. Links to other policies

This policy is linked to the school's:

- Anti-Bullying Policy
- Behaviour Policy
- Complaints Policy
- Equality Information and Objectives
- Safeguarding and Child Protection Policy