



# **Uniform Policy**

**Date: September 2022**

**Review date: September 2023**

## Policy Changes

<b>Date</b>	<b>Actions</b>
September 2022	Policy implementation

## Mission Statement

*At Red Lane we believe that all our children can achieve, becoming successful future citizens that contribute positively to a society in which all members are equally valued.*

*High aspirations, high motivation and high outcomes for all, ensure that achievement gaps wherever they exist are narrowed in order to improve pupils' life choices and future prospects.*

*We strive for all of our children to be safe, feel valued, develop resilience and continually learn within our nurturing and supportive community.*

*At Red Lane, our children BELIEVE, ACHIEVE and SUCCEED!*

### 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 Mr Rob Hudson, 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
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Providing the option for jumpers and cardigans to be plain or with a logo
- 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
- 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

Girls:

- White polo shirt or blouse- logo optional
- Grey or black skirt, trousers or pinafore
- Optional red jumper or cardigan – with or without logo
- Red and white summer dress - optional
- White socks or black/ grey tights
- Flat black shoes or boots (not trainers)

Boys:

- White polo shirt or shirt- logo optional
- Grey or black trousers or shorts
- Optional red jumper – with or without logo
- Black shoes or boots (not trainers)

PE kit:

- Indoor
  - White t-shirt
  - Black shorts
  - White/ grey socks
  - Black pumps

- Outdoor
  - White t-shirt
  - Black shorts
  - White/ grey socks
  - Black pumps
  - Black joggers - optional
  - Black sweater or hoody - optional

There is no requirement for any item to be branded but parents may choose these if they wish. Non branded items can be found in many local super markets at an affordable cost as well as at Smart clothing.

Jewellery, make up and nail varnish is not permitted. However small stud earrings will be accepted by parent request and on completion of a disclaimer form and the provision of plasters for sporting activity. School accept no responsibility for the loss or damage to earrings.

Pupils should attend school with a coat suitable for the weather. In the interests of cost for families there is no requirement for certain colours or designs.

School recommend the use of a book folder for the transportation of books and homework but pupils may also bring their own bags. This is also the case for PE.

#### **4.2 Where to purchase it**

Non branded items are available in local supermarkets for reasonable cost. Items, including branded ones, can be bought from:

Smart Clothing  
Units 5, 6 and 7  
Blackhorse Street,  
Bolton  
BL1 1SY  
[www.smartschoolwear.co.uk](http://www.smartschoolwear.co.uk)

At the end of each school year parents will be encouraged to donate uniform in good condition and this will be available for families to take.

### **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 Mr Hudson 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 are also expected to contact Mr Hudson 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 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.

## 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 may follow up with the Head of School 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.

## 6. Monitoring arrangements

This policy will be reviewed annually. At every review, it will be approved by Local Governing Board and Academy Trustees

## 7. Links to other policies

This policy is linked to our:

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