

St Nicholas CE Primary Academy



“Learning, loving and encouraging through Christ.”

Academy Uniform Policy

Vision Statement

St Nicholas provides a welcoming, inclusive and aspirational learning environment at the heart of its community. We nurture, encourage and support all children, adults and their families to be the best as God intended. Following God’s example of love and trust, we develop resilience and creativity in all we do.



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1. Principles

It is our policy that all children should wear clothing that is in keeping with a purposeful learning ethos. We also believe it is important that certain activities are facilitated by specialised and appropriate clothing when attending school, or when participating in a school-organised event outside normal school hours. We provide a complete list of the items needed for children's school uniform in this policy and in our school prospectus.

2. 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 which is based on the belief that a school uniform:
 - promotes a sense of pride in the school
 - engenders a feeling of community and belonging
 - is practical and smart
 - identifies the children with the school
 - is not distracting in class (as fashion clothes might be)
 - makes children feel equal to their peers in terms of appearance
 - is regarded as suitable, and good value for money, by most parents
 - has been designed with health and safety in mind.

3. 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 Headteacher, who can answer questions about the policy and respond to any requests

4. 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
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 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

5. Expectations for Uniform

5.1 Our school's uniform

Our colours are navy blue, grey and white and the uniform is as follows:

Boys

- School navy blue sweatshirt with school logo
- White polo shirt (white shirt for Year 6 with tie provided by school)
- School white logo polo shirt
- School navy blue book bag with school logo
- Grey trousers or grey shorts

Girls

- School navy blue sweatshirt or cardigan with school logo
- White polo shirt (white blouse for Year 6 with tie provided by school)
- School white logo polo shirt
- School navy blue book bag with school logo
- Grey skirt, grey trousers or grey pinafore dress
- Blue and white checked gingham dresses may be worn in the summer term

For PE all children need

- White logo t-shirt
- Navy blue PE shorts
- Black plimsolls (slip on or Velcro if your child can not tie laces themselves)
- A pair of trainers for outdoor games for Key Stage 2

All kit must be stored in a draw string bag which remains in school during the week and is taken home at weekends to be washed. All kit must be in school for every school day

Optional items

- School navy blue sun cap with school logo
- School navy blue knitted hat with school logo
- Tracksuit for outdoor P.E. for Key Stage 2 (navy blue)
- Fleece jacket with school logo
- School navy blue gym bag with school logo

All clothing and footwear should be clearly labelled with your child's name

5.2 Where to purchase it

County Print and Embroidery
1 Chapel Mews,
North Street,
Ashford
TN24 8JN
Tel: 01233 367867
Email: sales@countyprintandembroidery.co.uk

Or

Top Banana Services
Unit G, Mountfield Industrial Estate,
Learoyd Road,
New Romney,
Kent,
TN28 8XU
Tel: 01797 363694
Email: sales@top-banana-services.co.uk

Or

Online via - www.pmgschoolwear.co.uk

6. Expectations for our school community

6.1 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 cultural or religious characteristics.

6.2 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 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 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.

6.3 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 members of the schools Senior Leadership Team.

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.

6.4 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
- Considers 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.

7. Jewellery

On health and safety grounds we do not allow children to wear jewellery in our school.

8. Hair Accessories

Children with long hair are encouraged to keep it tied back to avoid health and safety issues and ties should be discrete in nature eg: small bobbles. Brightly coloured bows are not considered to be part of school uniform.

9. Make up and Cosmetics

Make up and cosmetics are not considered appropriate or consistent with our school uniform. The school does not permit such products to be worn by any children, unless there is a specific event for which the Head has given permission.

10. Monitoring arrangements

This policy will be reviewed bi-annually by the Headteacher. At every review, it will be approved by the full governing board.

11. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equalities statement

- Anti-bullying policy
- Complaints policy