



School Uniform Policy

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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- give all pupils the opportunity to wear a uniform they feel comfortable in ➤ 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 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 related to their sex, gender or gender reassignment.
- 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 to get in touch with 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

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. Therefore we monitor the cost of the uniform at our supplier and would change supplier if necessary to ensure uniform remained at a reasonable cost and provides the best value for money for parents/carers. We carefully consider whether any items with distinctive characteristics are necessary and we limit these items. Any change to uniform is done after consultation with Parents/Carers and Pupils and is phased in with the existing uniform continuing until families purchase new items.

4. Expectations for School Uniform

4.1 Our school's uniform

Uniform is an important part of our school life, as it demonstrates that we are all a team together and it enables all children to have equity of clothing. No family should have to worry about the cost of uniform and no child should be disadvantaged. Birds of Dereham provide our items of uniform which have a logo. Summer



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dresses, polo shirts, trousers, shorts, PE t-shirts, PE shorts and tracksuits can all be bought anywhere, as can shoes and socks.

Children should wear the following school uniform:

- Green sweatshirt or cardigan
- White school or polo shirt - a logo polo shirt is available but a plain one is acceptable
- Grey trousers or shorts
- Grey skirt or pinafore dress
- Plain white or grey socks/grey tights
- Black smart/comfortable school shoes - please note that these should have a flat heel and some kind of bar, strap or buckle fastening; no slip-ons.
- Green checked summer dress

PE Kit

- Plain white round-neck T-shirt
- Black shorts
- Plain black or navy tracksuit – no writing
- Outdoor trainers
- Suitable sport socks or grey or white school socks

All items must be named.

The wearing of small stud earrings is permitted, but these must be removed for P.E. lessons or micropore tape worn over them (if recently pierced).

Religious items that cannot be removed and SOS talismans for recognised medical conditions may also be worn; other jewellery should not be worn.

Financial assistance can be made available to help purchase uniform, so please contact the office.

4.2 Where to purchase it

All our uniform is available to purchase directly or via the internet from Birds of Dereham. They have a full website and a map with directions and here is the link to our school uniform on their website:

[Dereham Church Infant & Nursery Academy | Birds of Dereham](#)

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)

5.2 Parents and carers



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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

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 a meeting with the Headteacher and the Parents/Carers. 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 annually by the Headteacher. At every review, it will be approved by the LGB.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality opportunities Policy
- Anti-bullying policy
- Complaints policy