

# Greenfields Federation

Littlehaven Infant School and Northolmes Junior School



## ***Growing Together, Aiming High***

*Our vision at Greenfields Federation is that we will work together as a community to ensure all pupils achieve their best and everyone feels valued and respected. We will have high expectations for behaviour to create an inspiring and motivating learning environment where all children can deepen their knowledge and develop new skills.*

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## **School Uniform Policy – Northolmes Junior School**

Review date: July 2022  
Ratified by the Governing Body: September 2022  
Next review: September 2025

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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 Mrs Kathryn Saunderson 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
- › Limiting any items with distinctive characteristics where possible
- › Limiting items with distinctive characteristics to low-cost or long-lasting items
- › Considering cheaper alternatives to school-branded items
- › 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
- › 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**

#### **Winter Uniform**

- › Plain grey skirt or pinafore dress or tailored grey trousers
- › Light blue polo shirt
- › White or grey sock or tights
- › Branded navy blue school sweatshirt, jumper or cardigan (non-branded option available)

#### **Summer Uniform:**

- › Blue and white checked dress
- › Grey tailored shorts
- › Branded navy blue school sweatshirt, jumper or cardigan (non-branded option available)

#### **Footwear:**

- › Plain black shoes (boots and trainers are not acceptable school shoes)

#### **PE Uniform**

- › Plain navy or black shorts/leggings/tracksuit bottoms
- › T-shirt in house colour (branded item available)
- › Dark coloured or white trainers
- › Branded navy blue school sweatshirt, jumper or cardigan (non-branded option available)

#### **Hairstyles**

- › Hair should be no shorter than a 'grade 2' cut.
- › Lines and marks shaved into hair are not acceptable
- › Hair that is longer than shoulder length must be tied up
- › Hair accessories should be blue, black or brown in colour and be small and plain. Large bows and headbands are not allowed.

#### **Jewellery**

- › Small, plain stud earrings may be worn to school. No more than one earring in each ear is acceptable.

- A small analogue or digital watch may be worn. Smart watches are not allowed to be worn in school

No other jewellery is permitted in school. If other items are worn to school then children will be asked to remove the item and place it in their bag for the rest of the day. No responsibility will be taken by the school for these items.

All earrings must be removed for PE activities for safety reasons. Children must be able to remove their own earrings. Taping of earrings is not permitted.

## 4.2 Where to purchase it

New, branded items of school uniform – School jumper/cardigan, polo shirts and PE t-shirt can be purchased from Taylor Made Uniforms - Unit 1, Holmbush Potteries, Crawley Rd, Faygate, Horsham RH12 4SE. [www.taylormadeuniforms.co.uk](http://www.taylormadeuniforms.co.uk)

No item of school uniform needs to be branded. Plain, non-branded items of uniform of the same colour can be purchased from any supermarket or school uniform supplier.

In addition, our PTA (FROGS) hold a large stock of second-hand uniform. They will hold uniform sales throughout the year but can also be contacted by 'Classlist' if items of second-hand uniform are needed between these sales.

## 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 Mrs Kathryn Saunderson – [ksaunderson@northolmesjunior.school](mailto:ksaunderson@northolmesjunior.school) - 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 expected to contact Mrs Kathryn Saunderson – [ksaunderson@northolmesjunior.school](mailto:ksaunderson@northolmesjunior.school) - 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 will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by requesting a meeting with parents to discuss the issues around non-compliance.

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 3 years by Mrs Kathryn Saunderson. At every review, it will be approved by governing body.

## **7. Links to other policies**

This policy is linked to our:

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