



# ALDERMAN POUNDER INFANT AND NURSERY SCHOOL

## UNIFORM POLICY

**Document Owner:** Head Teacher

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**Version:** 1.0

**Review frequency:** 2 years

### REVISION HISTORY

Version	Revision Date	Next review due	Summary of Changes (and author)
1.0	Summer 2022	Summer 2024	Policy created

## Our 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 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

## 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, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

## Expectations for school uniform

### Our school's uniform

Our school uniform is required for all children in Reception to Year 2, and is optional (but encouraged) for children in Nursery.

Children may wear a watch (no smart watches permitted) and a plain pair of gold/silver stud earrings but no other jewellery or piercings (unless of cultural or religious significance) are permitted. If children are to have their ears pierced, this must be arranged at the beginning of the summer holidays so the ear has sufficient time to heal and the

earrings can be removed before school on days where children participate in PE. Plasters may not be worn to cover earrings.

Long hair must be tied back.

## Uniform

- Navy jumper, cardigan or sweatshirt with school logo (required) – generic also accepted, but school branded is preferred
- White polo shirt (required) - generic
- Dark grey or black skirt, shorts, trousers or pinafore dress (required) - generic
- Navy or black flat soled school shoes (required) - generic
- Warm, waterproof coat (for cold or wet weather - required) - generic
- Patterned light blue and white summer school dress (summer only - optional) - generic
- Summer hat or peaked cap (summer only - recommended) – generic, but school logo version is available

## PE kit

- Plain white t-shirt (required) - generic
- Black shorts or leggings (required) - generic
- Training shoes (Velcro) or plimsolls (required) - generic
- Navy or black jogging bottoms and sweatshirt (for colder weather - required) - generic

## Other items

- Navy school bag with school logo (required) - generic, non-navy bags also accepted
- Navy drawstring PE bag (recommended) – generic

## Where to purchase uniform

Parents and carers can obtain many items of our uniform from high-street retailers. All items of uniform can be purchased as a generic version, no items have compulsory branding, however we prefer for jumpers to be branded.

Items with the school logo are available from:

### TGR Embroidery

145 Attenborough Lane  
Attenborough  
Nottingham  
NG9 6AA  
<https://tgr-embroidery.co.uk/>  
[info@tgr-embroidery.co.uk](mailto:info@tgr-embroidery.co.uk)  
07952 192899

### Morleys / Schoolwear Solutions

116-118 Bramcote Avenue  
Chilwell  
Nottinghamshire  
NG9 4DR  
<https://www.schoolwearsolutions.com/>  
[chilwellmorleys@gmail.com](mailto:chilwellmorleys@gmail.com)  
01159 258046

## Second-hand uniform

Good-condition, second-hand uniform can be purchased from the school each year, with proceeds going to the Parent, Teacher, Friends Association (PTFA).

We are also able to provide uniform assistance, including free uniform, when required. To be considered for this, please contact our Child and Family Support Worker, Zoe Case, on 07716 751080.

## Expectations for our school community

### 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.

## **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 Adam Butterworth-Drury, 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 concerns 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.

## **Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. They will speak with families breaching the uniform policy to unpick and potential barriers and support compliance, referring to the Headteacher and Child and Family Support Worker for continued breaches.

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. Families will be signposted to our Child and Family Support Worker to support access to second-hand uniform or uniform support.

## **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.