



## Uniform Policy

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 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/carers to get in touch with the Principal 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' ability to 'shop around' for a low price.

We will try to 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 and/or long-lasting items, such as ties
- 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 leveller
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## **4. Expectations for school uniform**

See the appendices to this policy for a full breakdown of our school uniform expectations, as well as where it can be purchased.

## **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**

Parents and carers are expected to make sure their child has the correct uniform and PE kit.

Parents/carers are also expected to contact the Principal if they want to request an adaptation of the uniform policy in relation to:

- Their child's protected characteristics

The school will work closely with parents/carers 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 their parents/carers breaching the uniform policy the opportunity to comply, but will follow up with the Principal 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 Local Academy Council**

The local academy council will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Offers a uniform that is appropriate, practical and safe for all pupils

## **6. Monitoring arrangements**

This policy will be reviewed annually by the Principal. At every review, it will be approved by the Local Academy Council.

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

This policy is linked to our:

- Behaviour policy



## Appendices

### Pendle Primary Academy Uniform

Available from Hera Uniform Shop on Colne Road, Brierfield and Jean Junction on Scotland Road, Nelson or online: <https://jeanjunction.com/pages/pendle-primary-academy>

- School coat
- School fleece / jumper / cardigan
- School bag



Available from supermarkets and clothes shops (e.g. George/Asda, Tesco, Matalan etc.)

- Red polo shirt (short or long sleeves)
- Grey trousers, tailored shorts, pinafore or skirt
- *Optional* Grey or red tights or leggings (worn with a skirt)
- *Optional* Red gingham summer dress (in warmer weather)



*\*Optional Children in Years 5 & 6 may choose to wear a plain royal blue hijab.*

All children must wear **plain black** school shoes. Parents must ensure when buying shoes that they are shoes and not in a trainer style (see below). Shoes must be flat, cover the toes and heel and have a strap, laces, Velcro or buckle fastening. If children wear school shoes with laces, they must be able to tie them themselves.



Pendle Primary Academy

# Pendle Primary Academy Uniform

## Pre-loved uniform

Any items of uniform or PE kit, including shoes and pumps, that no longer fit your child but are still in good condition will be gratefully received by school to be passed on to other parents.

Please ask at the school office if you would like to see what second-hand uniform school has available for your child.



## Jewellery and watches



For the safety of all children, the only jewellery to be worn by pupils in school is a single pair of plain stud earrings.



All earrings must be removed for PE and Sport activities.

If earrings cannot be removed, they must be covered with plasters. Children must be able to remove their own earrings for PE lessons or come to school on PE days without their earrings in.



Watches must not be worn by children in school.



## Temporary tattoos and nail varnish

Children should not have temporary tattoos or nail varnish whilst in school. Children who have Mehndi / henna for a special occasion such as a wedding or Eid can continue to wear this in school until it has naturally faded.

## Hair

If hair is long enough to be tied into a single hair tie, it must be kept tied back at all times in school. Hair ties, bobbles, bows and hair bands must either be black, brown or in the colours of the school uniform and should not be oversized or overly elaborate.

Short hair must be neat and tidy, a single, straight line cut into hair for a special occasion, must be able to be covered by moving longer hair over it.

**Multiple lines cut into hair, including zig-zag lines and lines cut into eyebrows are not appropriate for school under any circumstances.**





# Pendle Primary Academy PE Kit

## Reception Class Only

Children in Reception will change for PE in school and must have their PE kit, in a drawstring PE bag in school at all times. Children must have PE pumps, not trainers.



## Year 1, Year 2, Year 3, Year 4, Year 5, Year 6 & Sunshine Room

Children not in Reception class will come to school in their PE kit on their PE day. Along with their PE kit, children must wear their school jumper and school coat to school. Please ensure that your child is in **PLAIN BLACK JOGGERS AND TRAINERS** for PE.

Children in all year groups must have:

- Plain, unbranded coloured round neck t-shirt to represent their PE team – the school office can tell you which PE team your child is in.
- **Plain, unbranded black** shorts, leggings or jogging bottoms
- **Plain, unbranded black** trainers or pumps



All items of PE kit are available from supermarkets or the uniform shop.



✗ All earrings must be removed for PE and Sport activities.  
If earrings cannot be removed, they must be covered with plasters.  
Children must be able to remove their own earrings for PE lessons or come to school on PE days without their earrings in.

