Central Schools Trust

INCORPORATING BALSALL COMMON PRIMARY SCHOOL AND DAMSON WOOD NURSERY & INFANT SCHOOL

Uniform Policy

Document Control

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1. Aims and objectives

Our policy aims to:

- Clarify our expectations for school uniform
- Promote a sense of pride in the school, which in turn creates a sense of community and belonging towards the school
- Makes children feel equal to their peers in terms of appearance
- 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.

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 schools 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.

Inclusivity, Religious Accommodations, and Hair Management

The school recognises and respects various religious, cultural, and ethnic requirements. Head coverings (such as hijabs or patkas) worn for religious reasons should be plain and in school colours (red, black, or navy blue).

Hair should be kept neat and styled appropriately for a nursery and infant school setting. Long hair must be tied back securely during PE lessons and practical play activities for health and safety reasons. Hair accessories (such as bows, bands, or clips) should be discreet, practical, and in school colours; oversized novelty bows or headbands are not permitted.

If you require this policy, or any associated school uniform guidance, in an alternative format (such as large print, Braille, audio format, or translated into another language) to accommodate specific accessibility needs, please contact the school office."

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
- 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/class/house groups
- 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.

Our school uniform is designed to be affordable, practical, and accessible for all families. While red sweatshirts, cardigans, and book bags featuring the school logo are available through our official supplier (Brigade), branded items are strictly optional. Parents and carers are entirely welcome to purchase plain, unbranded red sweatshirts, cardigans, and trousers or skirts from high-street supermarkets and retailers at a lower cost.

We are committed to helping families reduce costs and environmental waste. Pre-loved uniform items are regularly made available through the school or via periodic second-hand uniform sales held throughout the academic year. Parents can also contact the school office confidentially to enquire about available pre-loved items at any time.

4. Expectations for school uniform

4.1 Our school's uniform

School logo-branded items are:

- Red Crew Neck sweatshirt **or** Red Cardigan
- White Polo shirt

Optional logo-branded items:
- Book Bag
- PE Bag

None school logo-branded uniform:
- Black shoes
- Grey trousers, shorts, skirt or pinafore
- Grey, red or white socks / tights
- Red checked summer dress
- White PE T-shirt
- Navy Blue PE shorts
- Black pumps for PE (Velcro or elasticated fastening)

Instead of the logo-branded sweatshirt or cardigan, children may wear a plain red jumper or cardigan. They may also wear a plain white polo shirt, instead of logo-branded.

In winter, children can travel to school in their boots/wellies or trainers but must change into black shoes or pumps once they are inside the school building.

For safety reasons, children are not allowed to wear jewellery in school unless they belong to a religion that demands the wearing of jewellery as an essential and mandatory part of that faith. Children with pierced ears may wear small stud earrings only and it is advised that these are covered with tape for safety reasons.

Hairstyles must be appropriate for our school.

Hair accessories should be simple and in school colours (red, white or black). Large bows and accessories are not permitted.

Weather Adaptability and Footwear Clarity

Children should wear sensible, plain black shoes suitable for daily school activities and active play. While children may travel to school in boots or wellies during heavy winter weather or snow conditions, they must change into their standard indoor shoes upon arrival. In exceptional weather circumstances, plain black ankle boots that are safe and comfortable for indoor classroom wear may be permitted following discussion with the school leadership.

4.2 Where to purchase school uniform

- School branded items can be purchased at local uniform outlets such as Monkhouse: https://www.monkhouse.com/school/damson-wood-infant-school-urn-143051

- A small selection of second-hand uniform can be obtained from the school office and is often on sale at school events such as the Christmas Fair or Summer Fair.
- If you are having any difficulties finding school uniform for your child, please contact the Headteacher via the school office for support.

5. Expectations for our school community

Role as Governors

The Governors 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 Governors 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.

Role of Parents/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.

Role of 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).

Role of Staff

Staff will remind children of our uniform policy when appropriate and will promote pride in appearance throughout the school day. Staff 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.

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.