

# Millside Spencer Academy Uniform Policy

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Date of adoption: 01.09.2024

Date to be reviewed: 01.09.2028

## 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

## 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 inviting parents and pupils to explore concerns with the Principal, who can answer questions about the policy and respond to any requests

## Limiting the cost of school uniform

The Education Act 2021 sets out to make school uniform costs affordable for families of all backgrounds and offer parents the best possible value for money.

We understand that items with distinctive characteristics (such as a school logo or a unique fabric/colour/design) may not always be purchased from a wide range of retailers and that requiring 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

To ensure compliance with our statutory duties the school will:

- Always consider carefully whether items with distinctive characteristics are necessary
- Limit the number of items with distinctive characteristics and, wherever possible, confine these to low-cost or long-lasting items
- Avoid specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keep the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoid different uniform requirements for extra-curricular activities
- Consider alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Make sure that arrangements are in place for parents to buy second-hand uniform items
- Avoid frequent changes to uniform specifications and phase changes to minimise the financial impact on parents
- Consult with parents and pupils on any proposed significant changes to the uniform policy and carefully consider any complaints about the policy

## **Expectations for school uniform**

Our school's uniform:

- Your child does not need to wear a branded (logo) jumper or cardigan as we appreciate they can be significantly more expensive.
- All uniform and PE clothing (winter jogging bottoms) can be purchased from a retailer, such as a supermarket
- Winter PE kit will be the child's uniform PE t-shirt, their jumper or cardigan, plus blue jogging bottoms which can be purchased from any supermarket or retailer. Children's footwear can be a simple trainer bought from a supermarket.
- Working in-line with the Equality Act 2010, no jewellery other than a single stud per ear, or religious jewellery which maybe significant to the religious denomination may be worn. This is for health and safety reasons
- Millside Spencer Academy is understanding and appreciative of the needs of different cultures, races and religions and we act with respect in accommodating these needs. Where the pupil is required to wear a headscarf or covering, the school request that black items are worn.
- There are no expectations around children wearing a particular brand of shoe, however we expect shoes to be black. Children must not wear heels as this is not safe or practical for them to play in. If children wear wellies to walk to school in during cold or wet seasons, please bring a pair of school shoes in a bag for them to change into when they get into school.
- Coats can be bought from any retailer and there is not expectation around colour. Please do take note that your child will play outside and be very active during the school day so wear and tear may take place, so please do not buy very expensive coats for school which your child may damage accidentally.

- During summer, please supply children with an appropriate sun hat or cap for outdoor wear. We do have a number of hats in school if you are not able to purchase one.
- Blue and white checked summer dresses and tailored shorts instead of trousers can be worn during the summer months but this is not essential.
- Please ensure that all your child's clothing items are labelled with the pupil's name as your child may misplace a item and we want to make sure they go home with the right clothing each day.
- Branded Millside book bags are available to buy. Children starting in EYFS, plus children who start Millside as an in-year admission, are gifted a bag as a 'Welcome to Millside' gift.
- Large rucksacks should be avoided due to storage space and for health and safety reasons.
- Make up and false nails must not be worn by any child attending school.

Where to purchase it:

- Parents wishing to purchased branded items can do so from Big Fish. Please use this link to purchase clothing - [Big Fish Schoolwear](#) (Username: Millside , Password: Spencer)
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- Parents are able to purchase royal blue sweatshirts/cardigans, white shirts/polo shirts and grey trousers or skirts from any supermarket or retailers.

## **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)

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 the Principal 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.

The school will work closely with parents to arrive at a mutually acceptable outcome. Wherever possible disputes about the appropriateness or cost of the uniform should be resolved informally through a dialogue between the family and school. Where agreement cannot be reached grievances will be dealt with in accordance with our school's complaints policy

#### 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 in accordance with our behaviour policy.

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.

#### 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
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The local 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.

### **Monitoring arrangements**

This policy will be reviewed every 4 years by the Principal. At every review, it will be approved by the local governing board and published on the school's website.

### **Links to other policies**

This policy is linked to our:

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