



# ALL SAINTS' C. OF E. FIRST SCHOOL

## SCHOOL UNIFORM POLICY

### STATEMENT OF INTENT

All Saints' C of E First School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

### LEGAL FRAMEWORK

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

## ROLES AND RESPONSIBILITIES AND RESPONSIBILITIES

The local governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.

- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

## COST PRINCIPLES

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

## EQUALITY PRINCIPLES

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## COMPLAINTS AND CHALLENGES

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## SCHOOL UNIFORM SUPPLIER

Our current school uniform supplier is:

*Supersport  
Hope Silk Mill,  
Macclesfield Road,  
Leek,  
Staffordshire,  
ST13 8JZ*

Our school uniform supplier accepts school uniform assistance vouchers.

The school will review the uniform supplier every five years, whether changes to the uniform are made or not. The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

## UNIFORM ASSISTANCE

The school supports vulnerable families in meeting the costs of uniforms. School uniform assistance is provided via a voucher worth £50 that can be spent on school clothing. The budget for the school uniform assistance scheme comes from pupil premium funds.

To claim school uniform assistance, parents should be eligible for means tested Free School Meals (not Universal Free School Meals). Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Families who meet the criteria should enquire at the school office.

Second-hand school uniform is available from the Uniform Bank. The Uniform Bank is open every Thursday 6-7pm at St Paul's Church, Novi Lane. Parents are invited to donate their child's uniform when they no longer need it. Uniform donations can be passed to the school, dropped off at the Uniform Bank on Thursday evenings or by contacting the Uniform Bank team via the St Luke's Leek Facebook page.

## NON-COMPLIANCE

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, is permitted to ask that a pupil to briefly goes home to remedy breaches to the school's uniform. However, at this age, uniform breaches are normally discussed with the parent in the first instance, and asked to wear school uniform the following day.

Staff may agree a short term alteration to uniform with parents for a reasonable reason. E.g. very close to the end of the school year, current shoes are lost etc.



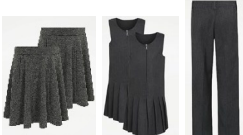

## SCHOOL UNIFORM









### School colours

Our school colours are as follows burgundy, grey and white.

### Clothing

The school uniform is as follows:

Item	Optional or required	Example	How to acquire	Cost per item from school supplier
<b>REQUIRED School uniform</b>				
Burgundy school jumper, cardigan or fleece. School logo on right-hand side	Required		Available from school supplier and second hand from the Uniform Bank.	Jumper: £9.75 up to 34" chest and £11.50 for XS adult upwards Cardigan: £11.75 up to 34" chest and £13.50 for XS adult upwards Recycled: suggested 50p donation
White polo shirt or Burgundy polo shirt.  Logo is optional	Required		Available from school supplier, second hand from The Uniform Bank and available from regular retailers.	White/Burgundy polo shirt with logo: £7.45 up to 11/13 yrs Unbranded white polo shirt: c.£2-5 from multiple retailers. Recycled: suggested 50p donation
Grey or black trousers, skirt or pinafore.	Required		Available from school supplier, second hand from The Uniform Bank and available from regular retailers.	Trousers: from £3 - £10 from multiple retailers Skirt: from £3 - £10 from multiple retailers Pinafore: from £4 - £12 from multiple retailers Recycled: suggested 50p donation
Sensible, plain black shoes	Required		Available from regular retailers.	Shoes: from £10 (supermarkets) to £40 (branded shoe retailers)
<p>Example cost of a set of school uniform: from £25 (including shoes) to £71 (including branded shoes)</p> <p>Example cost of recycled set of school uniform: £11.50 (including shoes)</p>				

Required PE Uniform (to be worn each week on PE Days)				
Burgundy Hoodie with or without logo	Required		Available from school supplier, second hand from The Uniform Bank and available from regular retailers.	Hoodie (no logo): £8 Hoodie (with logo): £12.40 up to 11/13 yrs and £13.50 for XS upwards Recycled: suggested 50p donation
Burgundy or White P.E T-shirt with or without logo	Required		Available from school supplier, second hand from The Uniform Bank and available from regular retailers.	Branded PE T-shirt: £5.85 up to 11/13 years Unbranded PE T-shirt: from £1.50 Recycled: suggested 50p donation
Grey/Black Jogging Bottoms	Required		Available from regular retailers.	Jogging Bottoms: from £4 Recycled: suggested 50p donation
Black Trainers (or black pumps)	Required		Available from regular retailers.	Black Trainers: from £6 Black Pumps: from £3
Example cost of a set of PE uniform: from £16 (including pumps) to £30 (including branded shoes) Example cost of recycled set of school uniform: £4.50 (including pumps)				
OPTIONAL School Uniform				
Burgundy school fleece. Branding is optional.	Optional		Available from school supplier and second hand from the Uniform Bank.	Fleece: £10 to £13.50 up to 11/13yrs Recycled: suggested 50p donation
Grey or black shorts	Optional		Available from school supplier, second hand from The Uniform Bank and available from regular retailers.	Shorts: from £3 - £10 from multiple retailers
Burgundy or Black PE shorts without logo (for the summer)	Optional		Available from school supplier, second hand from The Uniform Bank and available from regular retailers.	Shorts: £2 - £5 Recycled: suggested 50p donation
Red Summer Dress	Optional		Available from school supplier, second hand from The Uniform Bank and available from regular retailers.	Shorts: from £5 - £9 from multiple retailers

Accessories				
Reversible Coat with embroidered school badge	Optional		Available from school supplier.	£14.00 ( Special Price while stocks last)
Book bag with embroidered school badge	Optional		Available from school supplier.	Book Bag: £7.50
Gymsac with embroidered school badge (for swimming)	Optional		Available from school supplier.	Gymsac: £4.80

Pupils must also wear black/grey tights or black/grey/white socks. Trainers are not considered suitable footwear, except for PE Days.

## JEWELLERY

On health and safety grounds we do not allow children to wear ear rings or other items of jewellery in our school. Indeed, studs can lead to injury to the neck and ears and other participants during PE and games and need, therefore to be removed at such times. Children are not allowed to wear any jewellery when swimming (please see “Safe Practice in Physical Education and School Sport”, Baalpe, 2004).

We encourage parents who wish to have their child’s ears pierced to do so at the start of the summer holidays giving sufficient time to heal before the school term starts.

Where parents specifically wish children wear jewellery for religious, cultural or other purposes the school should sensitively inform parents of the safety hazards these articles present. It must be stressed that the school’s prime responsibility is for the safety of the pupils. Parents **must** inform the school in writing of their wish for their child to wear an item of jewellery, and that they take responsibility in these circumstances. A suitable form for this is available from the school office.

In all instances jewellery should all be removed prior to a Physical Education lesson due to the increased risk of it becoming caught or causing injury to the wearer or fellow learner. The wearing of any jewellery increases the risk of injury significantly. Children must remove jewellery themselves. Young children, unable to remove jewellery themselves should not wear jewellery on days they do physical education.

Where jewellery cannot reasonably be removed, teaching staff should ensure safety for both the wearer and other participants. This may require some task differentiation. However in many cases a child would be removed from the “physical” element of part of a lesson where safety is compromised. Should the situation persist the school needs to work closely with parents to ensure co-operation.

Taping of jewellery can create a perception of safety and is not recommended. Tape can often fall off and does not reduce the risk of compression injury.



Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

## SCHOOL BAG

The school encourages pupils to bring as small a bag as possible to school. It should be able to fit their school reading book, water bottle and lunch-box if they have one. Overly large school bags are not allowed in school, due to lack of storage space.

The school will not be liable for lost or damaged school bags.

## HAIRSTYLES

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair should be tied up.

## MAKEUP

Make up should not be worn in school. This includes temporary tattoos.

## APPROPRIATE WEATHER CLOTHING

All pupils should wear weather-appropriate clothing. It is important that children bring waterproof coats whatever the weather, as the weather can suddenly change. Lightweight showerproof coats are fine in warmer weather.

For hot temperatures, this includes wearing:

- A cap or sun hat.
- Suncream
- lightweight summer coat/ long-sleeve jacket to protect from the sun (optional)

If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, such as under the trees or in the Breeze House.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Wellies (bringing school shoes for inside)
- A warm, waterproof coat.

**All pupils' clothing and footwear must be clearly labelled with their name.**

Any lost clothing is be taken to the lost property box by the children's entrances. All lost property is retained for two weeks and is disposed of if it is not collected within this time.

We will try to return lost property before this happens if clothing is clearly labelled. However, this is not possible if clothing is not labelled.

#### MONITORING AND REVIEW

This policy is reviewed every three years by the local governing board.

The scheduled review date for this policy is January 2025.

