



Enabling Excellence for Exceptional Futures

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Policy owner:	Gemma Jackson- Head Teacher
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Statement of intent

Green Park Village Primary Academy 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
- Education (Guidance about Costs of School Uniforms) Act 2021

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

The governing board is responsible for:

- Establishing, in consultation with the Head Teacher 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 Head Teacher 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, such as 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.
- Ensuring that pupils understand why having a consistent and practical school uniform is important for school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Head Teacher 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 Head Teacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school in terms of 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 Head Teacher 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, such as shirts and socks, to ensure their child can come to school in clean uniform every day.

The school does not have variations in uniform (such as group of house colours) 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.

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 Head Teacher 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 an online supplier for accessibility:

Brigade

<https://www.brigade.uk.com/parents/school/GR8533PD/>

Parents order logo items from Brigade and can purchase non logo items from any supplier.

The school keeps some logo items on site to support in year entry / late application arrivals in being able to wear the school uniform ahead of delivery of own purchased items (new item given, with parent replacing with new item on receipt).

The Head Teacher 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.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

Uniform assistance

Supporting families

There is no excuse for a child to not wear the school's school uniform because, if parents are unable to purchase or hold reservation or delay in purchasing, the school steps in to support their child to wear the school uniform.

The school supports families in the following way:

- Gifting a PE bag and a book bag with logo on entry to school;
- Providing logo items for families in receipt of Pupil Premium;
- Providing logo items for new arrival families (replace new given by school, with new received by family from own order when it arrives)
- Purchasing non logo items if it is known that a family has difficulties in affording or purchasing items.

- If a child is in need of uniform, the school believes that wearing school is so important, that the school will purchase this for a child.

Second hand uniform

The school's PTA kindly co-ordinates the collection and distribution of second hand uniform items. These can be given free of charge or in receipt of a small voluntary contribution.

Parents are invited to donate their child's uniform when they no longer need it.

Non-compliance

The school does not discipline children for actions made by their parents. When coming to the school, parents understand that the school has a uniform policy and are expected to comply with this.

Parents are advised of the requirement to wear uniform prior to starting school. This is via the following means:

- Website
- Viewing school and seeing all children in school uniform
- Discussion on tours
- Welcome email
- Welcome document

If a child chooses not to wear uniform appropriately, this would be dealt with under the school's Learner Attitude (Behaviour Policy).

School uniform

School colours

Our school colours are as follows:

- Teal
- Royal blue
- Fuschia pink
- Charcoal grey

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier <i>*September 2022</i>
Regular school uniform				
Teal sweatshirt or teal sweatshirt cardigan	Required	School logo on right-hand side	Branded sweatshirt and cardigan available from school supplier and second hand from school PTA.	£10.95 (sweatshirt) £12.55 (cardigan)
Royal blue polo shirt	Required	School logo on right-hand side	Branded polo shirt available from school	£8.45

			supplier and second hand from school PTA.	
Charcoal, dark grey trousers, long shorts, skirt or pinafore dress	Required	No branding	Available from second hand from PTA and available from regular retailers.	N/A
Sensible, plain black shoes	Required	No branding	Available from regular retailers.	N/A
PE kit				
Fuschia pink polo shirt	Required	School logo on right-hand side	Branded polo shirt available from school supplier and second hand from school PTA.	£9.45
Plain black shorts (plain black tracksuit bottoms can be worn for outside winter)	Required	No branding	Available from regular retailers.	N/A
Plain black plimsolls (plain black or plain white trainers can be worn for outside winter)	Required	No branding	Available from regular retailers.	N/A
Accessories				
Royal blue school book bag	Required	School logo	Available from school supplier.	Currently gifted from school
Royal blue school PE bag	Required	School logo	Available from school supplier.	Currently gifted from school

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Footwear and hosiery

Shoes are to be plain black and leather look or patent. Heels are to be flat. Sensible, flat boots can be worn in the winter months.

Socks and tights are white, grey or black.

Summer options

Summer dresses are gingham check and mid blue or dark blue or navy (it can be playsuit option if it looks like a dress when on). The guide is royal blue polo shirt colour or darker.

Long shorts (between thigh and knee length) are dark grey or charcoal (like the main uniform).

Summer shoes can be sandals and can be black, brown or white, worn with socks.

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible basic wrist watch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

School bag

School bags are not required as children use a book bag and PE bag.

Hairstyles, hair accessories and hair coverings

Hijabs and hair accessories (hair ties, hair bands and ribbons or bows) are to be plain white or black.

If you can purchase a match to the teal school sweatshirt, this is also acceptable. Hair ties can also be those which blend in with your child's hair colour. Glitters and sparkles can be left for times at home or defined non uniform days please.

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, 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 must be tied up during practical lessons, e.g. during PE.

Makeup

Primary school children are not expected to wear make up or nail varnish to school.

Adverse weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Trousers, or thick tights with skirts.

Labelling

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is be taken to the lost property box in each year group. All lost property is retained for one week and is disposed of if it is not collected within this time.

Monitoring and review

This policy is reviewed annually by the chair of governors and the Head Teacher.

The scheduled review date for this policy is September 2022.

