



School Uniform Policy

September 2023

DATE FOR REVIEW: September 2024



Statement of intent

James Montgomery Academy Trust believes that a consistent school uniform policy is vital in promoting the ethos of each of our schools, providing 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 Trust has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all our pupils, that is affordable and the best value for money for all 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.

1. 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 has due regard to:

- JMAT PE Policy
- JMAT Parental Code of Conduct

2. Roles 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.

The headteacher is responsible for:

- Encouraging the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the **local** governing board.
- Providing appropriate considerations where necessary for individuals.

Staff members are responsible for:

- 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.

Pupils are responsible for:

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

3. Cost principles

The Trust is committed to ensuring that all uniforms are affordable and accessible to all pupils, and do not place an unreasonable financial burden on parents.

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

Individual schools 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, schools 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.

Anston Hillcrest Primary 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.

Anston Hillcrest Primary School keeps branded uniform items to a minimal level. Items with the school badge are available to purchase from Pinders Schoolwear, but there is no

requirement for children to wear these and this entirely a matter of parental choice. Non-branded items can be purchased from retailers such as supermarkets. School has a supply of used, but good quality, uniform that can be given to parents who express a need for it. There is also a uniform bank in the village, run by the parish council, where parents can access uniform for free. Parents can also donate used uniform there for use by other families.

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

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

4. Equality principles

The Trust 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.

Anston Hillcrest Primary School will work to ensure that uniform's costs do 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.

Anston Hillcrest Primary 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.

Our schools implement 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 individual school's records.

Anston Hillcrest Primary 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. Anston Hillcrest Primary School will endeavour 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 always in accordance with the school's Complaints Procedures Policy.

Anston Hillcrest Primary ensures that the needs of pupils with SEND and/or sensory difficulties are considered in their 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.

5. Complaints and challenges

Kiveton Park Infant School endeavours to resolve all uniform complaints 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.

6. Uniform assistance

Kiveton Park Infant School can support vulnerable families in meeting the costs of uniforms, conversations will take place between the school and families where necessary.

The school holds second-hand school uniforms for parents to access; access to these uniforms is available upon request made to the headteacher. Parents are invited to donate their child's uniform when they no longer need it.

Parents are responsible for ensuring their child brings their PE kit to school when needed. See the school's PE Policy for more details.

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 PE lessons.

7. Labelling

All pupils' clothing and footwear should be clearly labelled with their name, this helps when items are misplaced.

Any lost clothing is taken to a lost property box in the school.

8. Monitoring and review

This policy is reviewed annually by the Trust. The scheduled review date for this policy is September 2023.

Uniform Items at Anston Hillcrest Primary School

Winter

Grey/ black trousers or skirt

White shirt / white or red polo short or white blouse

Red pullover or cardigan / sweatshirt / fleece

Grey/ black/red or white socks or tights

Plain black footwear

Summer

White shirt / polo shirt

Grey / black trousers shorts

Grey / black shorts or skirt

Red and white striped or checked dress (gingham)

Grey/ black/red or white socks or tights

For safety reasons children are not allowed to wear backless shoes, open toed sandals or flip-flops or have bare shoulders (i.e. no “spaghetti straps” on summer clothes).

PE Kit

When attending school all children should have a PE Kit which consists of:

Plain white T Shirt / polo shirt

Black Shorts

Trainers for outdoor games

For outdoor PE tracksuit bottoms and tops can be worn.

If the children represent the school in a sporting event, we will provide either a long sleeve football shirt or short sleeve polo shirt.

We will respect variations to our school uniform if they are directly related to established religious or cultural traditions. Any variation will be dealt with on an individual basis and judgements will remain at the discretion of the Head Teacher and the Governing Body.

