



School Uniform Policy

Approved by:	Emma Perriman-Rabone, Vice Chair of Govs/pupil premium link governor	Date: Dec 2024
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Last reviewed on:	December 2024 by Anna Jones, Headteacher
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Next review due by:	September 2026
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1. 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

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › Allow pupils to wear headscarves and/or other religious garments
- › Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mrs Jones, Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

- › Our community has a mixture of families from different socio-economic backgrounds, but generally we live in a more affluent area of West Heath in Congleton. Our pupils range in age from 3 years old to 11 years old and we love sport and outdoor learning at our school, so pupils have asked for a uniform that reflects this. We are a school that is trying hard to be sustainable, so our uniform is flexible for different lessons and by not insisting on branded items as compulsory this gives flexibility for our children to use their uniform for different lessons and even during holidays if needed, as we know children grow quickly!
- › Traditionally at Black Firs uniform up to September 2024 was optional, but following pupil voice in school last year our children wanted to have a uniform that enabled them to show their belonging to our school. Our new uniform selection is something pupils have been heavily involved in designing and trialling and allows pupils to maintain their unique identities whilst also helping us to be proud of our school. Our uniform is a little bit more flexible than other uniforms and our pre-school pupils do not have to wear our school colours unless they would like to.

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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. Although pupils have requested that our Parkrun T-shirt is now used as our sports top, plain t-shirts or logo polo shirts in black or red can also be used.
- › Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- › 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 leveller
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- › Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- › Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- › Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

At Black Firs we have a flexible uniform with a wide range of options. As long as the uniform is red/black then we are happy! Pupils in school have requested the following uniform options:

Tops: Red or Black polo shirts or school sports top (our Black Firs Park Run T-shirt)

Jumper, cardigan or sports jumper/hoodie in red or black. For Year 6 in the Spring term we will offer the option to purchase and wear Leavers hoodies, which can be worn from as soon as they are received so that children get the best use of this hoodie.

Trousers, jogging bottoms, leggings, shorts, skirt or pinafore in black

Shoes or trainers in black or white (no logos please) and in the summer sandals in any colour can be worn.

In the summer there is an additional option to have red/white gingham summer dresses/top and shorts/skirt.

Pre-school pupils do not have to wear uniform, but can if this is easier. We are exploring a simple uniform option for pupils during the next academic year in consultation with parents.

Please note, we understand that some families may still have uniform with the old logo on that they would like to pass down through the family to younger siblings to save costs/reduce waste, this is absolutely fine to wear.

- **Which branded items are required:** No branded items are compulsory, but are available if wanted. Our children wanted the option of being able to wear our new school logo, which was launched in 2024, as they feel our uniform is like a football kit, where people are proud to represent their team!
- **Expectations for PE and swimming kit:** Our Sports Kit can be used as normal everyday uniform for pupils who prefer a more relaxed style of clothing, or can be worn only on PE days if wanted. Swimming kits do not have to be a specific colour but girls must wear a one-piece swimsuit and boys swimming trunks that are not too baggy. We understand that some pupils may need to wear an all in one wetsuit style swimwear for religious reasons or for allergies. Pupils will need a swimming cap to keep their hair dry and a towel. Pupils will go swimming throughout Year 3 and Year 4. For any advice please see our swimming lead, Mrs Blythe.
- Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010): Pupils are not permitted to wear jewellery in school apart from small studded or looped earrings which must be removed or covered for PE and swimming lessons.
- Expectations for shoes, bags and coats: Pupils are able to have any colour coats or bags, as long as the bag is not too big. Book bags with logos are available from our uniform supplier.

4.2 Where to purchase it

- Where parents and carers would like to obtain branded items of uniform, this is available through DP Sportswear in Congleton or through their online shop [Clubwear | Congleton | DP Sportswear Ltd](#)

 50 Bromley Road, Congleton, Cheshire CW12 1PT	 01260 274 400 sales@dpsportswear.co.uk	 Mon, Tue, Wed, Fri 9:30 am - 5:00 pm Thursday 9:30 am - 7:00 pm Saturday 10:00 am - 2:00 pm Sunday Closed
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- They provide a personalised fitting service for families to help you to find the right sizes.
- Pupils do not have to wear any branded clothing, the uniform has been designed to be as flexible and easy to purchase as possible, with a wide range of options as long as they are in the school colours of red or black. Parents have the option to buy any items in these colours and can choose with their child whether they would prefer to wear the sports kit option every day if this is their preference, or whether they would prefer the more formal/traditional style.

Our uniform items can be bought more widely, e.g. from high-street retailers/ supermarkets.

- Information about pre-loved uniform:
 - If your school or parent teacher association (PTA) arranges a pre-loved uniform sale and sells pre-loved uniform through the PTA Facebook page.
 - Our uniform supplier DP Sportswear also provides a £50 discount on any uniform purchased through them for pupils eligible for pupil premium. This is arranged through the school office.

5. Expectations for our school community

5.1 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)

Pupils are also expected to contact the Headteacher, Mrs Jones or SENCO, Mrs Milne they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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/carers are also expected to contact the Headteacher, Mrs Jones or SENCO, Mrs Milne 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/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 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 by the Headteacher and SENCO through meetings with parents.

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.

5.4 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
- › Takes into account the views of parents/carers and pupils
- › Offers a uniform that is appropriate, practical and safe for all pupils

The 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.

6. Monitoring arrangements

This policy will be reviewed every two years by the Headteacher. At every review, it will be shared with the LGB and approved by the Chair of Governors on behalf of TLP.

7. Links to other policies

This policy is linked to our:

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