

# Thrunscoe Primary and Nursery Academy



## Academy Uniform Policy

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## Statement of intent

Thrunscoe Primary and Nursery Academy believes that a consistent academy uniform policy is vital to promote the ethos of the academy 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 academy 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 academy 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.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.

- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

## 1. Legal framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

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'

## 2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and academy community, a practical and smart academy uniform.
- Ensuring that the academy'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 academy community regarding changes to the academy's uniform.
- Ensuring that the academy's uniform is accessible and affordable.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

The headteacher is responsible for:

- Enforcing the academy's uniform policy 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 academy community in regard to the academy's uniform and making appropriate recommendations to the governing board.

Staff members are responsible for:

- Encouraging pupils to dress in accordance with this policy.
- Ensuring that pupils understand why having a consistent and practical academy uniform is important, e.g. academy identity.

Parents are responsible for:

- Providing their children with the academy uniform as detailed in this policy.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Looking after their uniform as appropriate.
- Understanding and respecting why a uniform is important to the academy, e.g. academy identity and community.

### **3. Cost principles**

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

The academy will assess the overall cost its uniform regularly and will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children.
- Parents of pupils with protected characteristics.

The academy 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 academy keeps branded uniform items to a minimal level that is reasonable for all members of the academy community. Branded uniform is defined as an item of clothing that cannot be purchased at a range of retailers because of logos, colours, design or fabrics. Branded uniform is not compulsory at the academy but alternative items must be of the correct colour, shape and fabric.

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

## **4. Equality principles**

The academy 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 an academy uniform which is comfortable, suitable for their needs, and reflects who they are.

The academy will ensure that all parents and pupils are consulted over any changes to academy uniform, irrespective of age, gender, gender preference, religion, cultural background, and SEND or sensory needs.

The academy 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 'academy uniform' section of this policy.

The academy 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 academy 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 academy 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 academy's Complaints Procedures Policy.

The academy 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.

## **5. Complaints and challenges**

The academy endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the academy'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 academy works with parents to arrive at a mutually acceptable outcome.

## **6. Academy uniform supplier**

Our current academy uniform supplier is:

Greenswear Ltd  
41 High Street,  
Cleethorpes  
01472 291593

Greenswear Ltd accept our academy uniform vouchers.

The academy will review its uniform contract every five years, whether changes to the uniform are made or not. Uniform is procured as cheaply as possible without compromising on the quality, with a consideration for accessibility of location.

Previously worn uniform is also available free of charge from the clothes rail located in our front reception or from:

The British Red Cross shop  
9 St Peter's Avenue  
Cleethorpes  
01472 290464.

Parents are invited to donate their child's uniform when they no longer need it by handing it into the academy office or taking directly to the British Red Cross shop at the address above.

## 7. Uniform assistance

All pupils eligible for Pupil Premium funding are provided via a voucher annually to exchange for a sweatshirt or cardigan from Greenswear Ltd.

In addition, arrangements have been made with the British Red Cross shop in Cleethorpes for the re-sale of second hand uniforms.

## 8. Non-compliance

Pupils are expected to wear the academy uniform but are not disciplined for non-compliance. Instead, parents will be contacted and reminded of the correct uniform. If a child's clothing is inappropriate, parents may be asked to bring suitable clothing into the academy for their child to change into.

## 9. Academy uniform

The academy uniform is as follows:

Item	Optional or required	Branding	How to acquire
Royal blue sweatshirt or cardigan	Required	Academy logo on right-hand side (optional)	Branded items available from Greenswear Ltd and second hand from the British Red Cross shop. Royal blue alternatives without the logo are available from regular retailers.
White polo shirt	Required	No branding	Available from academy supplier, second hand and available from regular retailers.
Royal blue academy fleece	Optional	Academy logo on right-hand side (optional)	Available from academy supplier and second hand. Fleece without the logo available from regular retailers

Grey or black trousers, skirt or pinafore	Required	No branding	Available from academy supplier and from regular retailers.
Blue gingham sun dress in hot temperatures	Optional	No branding	Available from academy supplier and from regular retailers.
Grey or black shorts in hot temperatures	Optional	No branding	Available from academy supplier and from regular retailers.
Sensible, plain black shoes	Required	No branding	Available from regular retailers.
Plain white t-shirt <b>(PE)</b>	Required	No branding	Available from academy supplier and from regular retailers.
Plain black or blue shorts <b>(PE)</b>	Required	No branding	Available from academy supplier and from regular retailers.
Plain black, blue or grey tracksuit bottoms <b>(PE)</b>	Optional	No branding	Available from academy supplier and from regular retailers.
Black plimsolls <b>(PE)</b>	Required	No branding	Available from academy supplier and from regular retailers.
Black or white trainers for outdoor <b>PE</b>	Required	No branding	Available from regular retailers
Academy book bag	Optional	Academy logo	Available from academy supplier.

Tights worn with skirts should be plain (black or dark grey) and not be of a bright colour.

Black cycling shorts can be worn underneath skirts rather than tights if preferred.

Trainers are not considered suitable footwear unless they are black or white and are to be used for outdoor PE.

High heels are not permitted; however, block heels of no more than 3cm can be worn.

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

### **Jewellery and accessories**

Permitted jewellery is:

- Stud earrings for pierced ears– no other piercings are permitted.
- Analogue wrist watch with hands.

All jewellery must be removed before PE lessons by the pupil.

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

The wearing of accessories is not permitted.

### **Academy bag**

Pupils will need an appropriately sized waterproof bag to bring belongings to and from the academy.

There is no restriction on the style of bag but the academy encourages pupils to use non-valuable bags. The academy will not be liable for lost or damaged bags.

### **Hairstyles**

The academy reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the academy 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 academy's Complaints Procedures Policy.

The following hairstyles are not considered appropriate for academy:

- Brightly-coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

### **Cosmetics**

- Make up is not allowed to be worn by pupils (including lip balms that are worn as a fashion accessory – please follow procedures set out in our 'Supporting Pupils with Medical needs' Policy if a child requires a lip balm for health related reasons).
- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Temporary tattoos are not permitted.

## **10. Adverse weather**

All pupils are required to wear weather-appropriate clothing during adverse weather.

For hot temperatures, this includes wearing:

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



Pupils are advised not to wear sweatshirts and cardigans during heatwaves.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Sweatshirts, cardigans and fleeces that conform to the academy's uniform policy.
- Trousers, or thick tights with skirts.

## **11. Labelling**

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

Any lost clothing is taken to the lost property box which is located along the corridor leading from the office to UKS2. Lost property not collected is disposed of at the end of each term.

## **12. Monitoring and review**

This policy is reviewed every two years.