



Uniform Policy

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‘We promise to shine together’
Let the light of your face shine upon us - Psalm 4:6

Our ambition is to serve our community by providing an excellent education, which is inclusive and distinctive within the context of Christian belief and practice, upholding our values in the daily life of the Academy and in our relationships with others.

1. AIMS

1.1. 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 Academy uniform

1.2. Our policy on Academy uniform is based on the belief that Academy uniform:

- Promotes a sense of pride in our Academy;
- Helps to create a sense of community and belonging towards the Academy;
- Identifies the children with the Academy;
- Supports our commitment to inclusion;
- Prevents children from wearing ‘fashion clothes’ that could be distracting in class;
- Is practical, smart and designed with health and safety in mind;
- Is considered good value for money by most parents;

2. OUR ACADEMY’S LEGAL DUTIES UNDER THE EQUALITY ACT 2010

2.1. The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

2.2. To avoid discrimination, our Academy 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 the way that is appropriate for Academy yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Executive Principal, who can answer questions about the policy and respond to any requests



3. LIMITING THE COST OF ACADEMY UNIFORM

- 3.1. Our Academy has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.
- 3.2. We understand that items with distinctive characteristics (such as branded items, or items that have to have an Academy logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.
- 3.3. We will make sure our uniform:
- Is available at a reasonable cost
 - Provides the best value for money for parents/carers
- 3.4. We will do this by:
- Carefully considering whether any items with distinctive characteristics are necessary
 - Limiting any items with distinctive characteristics where possible
 - Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
 - Considering cheaper alternatives to Academy-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 Academy'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 inter school competitions, such as creating posters or labels
 - Making sure that arrangements are in place for parents to acquire second-hand uniform items
 - Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
 - Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. EXPECTATIONS FOR ACADEMY UNIFORM

4.1. Our Academy's uniform

Main uniform:

- Grey or black skirt or pinafore dress. Skirt should be knee length
- Grey or black trousers or shorts
- Blue/white gingham dress in summer
- White polo-shirt or shirt
- Royal blue jumper or cardigan with the Academy logo
- White knee length or ankle socks for girls, grey tights in winter



- Sensible black shoes or black boots (with low heels). No trainers.
- Sensible, flat heeled black boots may be worn - with no decoration and not Doc Martin/ builder type boots
- Plain sandals with no adornment in summer
- Should children attend in inappropriate footwear they will be asked to change into their PE plimsolls for the day and parents' telephoned)

PE Kit:

- Plain royal blue shorts for indoor PE and the summer months (not cycling shorts)
- Black tracksuit or jogging bottoms for outdoor PE and colder weather (not leggings)
- Plain royal blue sweatshirt for outdoor PE (children cannot wear their Academy logo sweatshirt for PE)
- Plain white round neck t-shirt
- Trainers for outdoor PE
- A change of plain white sport socks (tights cannot be worn as PE kit)
- PE kit should be kept in an Academy PE bag or drawstring bag - kit needs to be brought in on a Monday morning and taken home on Friday for washing.

Please note that children need a complete change of clothes for PE i.e. none of their day Academy uniform can be worn.

Hair, Jewellery and Accessories:

No jewellery allowed except for a watch and only small, plain studs if children have pierced ears. These must be removed during PE.

- Watches – to be analogue or digital. No smart watches or Fitbits or Apple watches.
- Hair accessories are to be kept to a discreet minimum and in blue or black - neither large bows or headbands with decorative pieces are allowed, children will be asked to remove them should they wear them to school.
- Dyed hair is not allowed.
- Nail varnish must not be worn in school.
- Eye make-up must not be worn in school.

Other items:

Children need;

- A waterproof coat for school
- A small school bag (not a large rucksack, no pencil case)
- Book bags and PE bags are available to purchase via Pupil Asset.
- Wellies for Early Years
- A sunhat and sunscreen in summer – to be provided from home and named.

4.2. Where to Purchase it

Please click on the image to be taken to the Birds of Dereham website:



4.3. **Second-hand Academy Uniform**

We hold a small amount of clean good quality second hand uniform which has been donated to the Academy.

- Requests can be emailed to the Office for items, detailing the size required and how many
- Priority will be given to Pupil Premium families
- Our PTA will be asked to arrange a second hand uniform sale on a termly basis if there are sufficient donations

5. **EXPECTATIONS FOR OUR ACADEMY 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 Academy premises
- Travelling to and from the Academy
- At out-of-school events or on trips that are organised by the Academy, or where they are representing the Academy
- Pupils are also expected to contact the Executive Principal if 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 are also expected to contact the Executive Principal if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

5.3. The Cost of the Uniform

Parents are expected to lodge any complaints or objections relating to the Academy uniform in a timely and reasonable manner.

Disputes about the cost of the Academy uniform will be:

- Resolved locally
- Dealt with in accordance with our Academy's complaints policy
- The Academy will work closely with parents to arrive at a mutually acceptable outcome.

5.4. Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Executive Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with through a meeting with the Executive Principal.

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, and may seek advice from the Executive Principal.

5.5. Governors

The Governing Body will review this policy and make sure that it:

- Is appropriate for our Academy's context
- Is implemented fairly across the Academy
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils
- The Governing Body will also make sure that the Academy'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 AND REVIEW ARRANGEMENTS

- 6.1. Equality Impact Assessment - We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this Academy.
- 6.2. The Executive Principal/Academy Business Manager will be responsible for monitoring the implementation and effectiveness of this policy. It will be reviewed annually by the Finance, Personnel, Audit and Risk Committee; or before at any time, if there is new relevant legislation or guidance.