

## Uniform Policy

**Date established by governing body**

Spring Term 2025

**Date for full implementation**

Immediately

**Date for review**

Spring Term 2026

### 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. Duties:

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 the way that is appropriate for school yet 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 adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with our school office who can answer questions about the policy and respond to any requests. These will be considered on an individual basis.

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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items or items that have 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' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost

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- 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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 leveler
- Avoiding different uniform requirements for different phase/class/pathway groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as labels, wristbands, bibs or school provided clothing items
- Making sure that arrangements are in place for parents to acquire pre-loved 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

### **3. Expectations for school uniform:**

#### **3.1 Our school's uniform:**

- Black or Grey trousers, shorts or skirt
- White shirt polo shirt or t-shirt
- Black shoes
- Blue gingham dress (optional)
- Grey round neck sweatshirt or cardigan (Engagement +, Junior Engagement, Junior Core, Junior Extended, Phase 4)
- Grey V-neck woollen jumper or cardigan (Phase 5)
- Clip on tie (optional – Phase 5)
- Waterproof coat

#### **3.2 Our school's PE uniform:**

- Black or Grey shorts or jogging pants
- Heather Grey hoodie / sweatshirt
- Heather Grey t-shirt
- Trainers

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- Swimming costume and towel

### **4. Cost and Availability**

Branded Cleaswell Hill School sweatshirts, hoodies, jumpers, cardigans, polo shirts, ties, fleeces, bags and PE tshirts are available via Emblematic online or at the Bedlington store. Non-branded polo shirts, shirts, jogging pants and shorts are also available via Emblematic online or at the Bedlington store, although other suppliers are available. Cleaswell Hill School branded items can also be ordered via the school office.

Pre-loved school uniform will be made available on an annual basis at Cleaswell Hill School fundraising events. Requests regarding pre-loved school uniform availability may also be made throughout the year via the school office in person, via telephone or email. Requests can also be made via Cleaswell Hill pre-loved uniform link on the school Facebook page. Donations of unwanted pre-loved uniform may be made at the school office at any time.

### **5. Uniform Expectations**

#### **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 school office if they would like 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 school office 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 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:

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- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. Staff will work closely with parents and carers to ensure all children are appropriately dressed for their school day.

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 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.

## **6. Monitoring arrangements**

This policy will be reviewed on an annual basis. At every review, it will be approved by the governing body.

## **7. Links to other policies**

This policy is linked to our:

- Complaints Policy

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<b>Date:</b>	Spring 2025