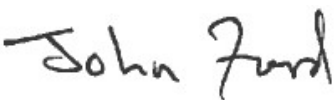


The Carlton & Faceby and Bilsdale CE Federation

School Uniform Policy

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Adopted by	Governing Body  Signed: _____ (Chair of Governors)
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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 the Headteacher – Mr. Scott, 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 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
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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

Parents/carers are not expected, or encouraged, to buy expensive items. The supermarket brands are very good value and made to be washed frequently. Bright colours, stripes/logos and are not acceptable under our policy.

4.1 Our school's uniform

- Royal blue (Carlton) or burgundy (Bilsdale) jumper, cardigan or sweatshirt (not hoodies)
- Dark Grey, black or navy skirt, pinafore, trousers, or shorts
- White blouse, shirt, or polo-shirt
- White, grey, or black socks or tights
- Sensible flat, black school shoes (boys & girls) NOT trainers (which are for sport only please). If inappropriate footwear is worn to school children will be asked to wear pumps and staff will talk to parent/carers about what is suitable.
- Please ensure that all clothing and footwear are clearly marked with your child's name.

- A 'standard' book bag is required – these are available from Elizabeth's Embroidery; we recommend that you have your child's initials put on as this helps with easy identification. Please do not purchase the school rucksacks, especially for younger children, as these are too large and bulky for their needs.

School branded uniform can be ordered from Tees Valley Schoolwear (formerly Motif8) by visiting their website, <https://teesvalleyschoolwear.co.uk/> Once you have navigated to this page, please choose 'Primary' at the top of the page, then choose the correct school.

In summer

blue/white (Carlton) or red/white (Bilsdale) gingham dress

For PE your child will need:

- black or navy tracksuit
- black shorts or cycling short
- plain black, grey or navy trainer
- drawstring bag for school shoes
- white cotton t-shirt or polo shirt
- socks – suitable for the season

We expect children to have the correct PE kit in school on the correct days. If children do not have their PE kit at school or if it is inappropriate, they will be expected to wear clothing provided by school. A member of staff will then talk to parent/carers about the days when PE is being done in each class and the days when a PE kit is needed in school.

For Swimming your child will need:

- A small plastic bag containing:
 - Swimming kit (one-piece swimming costume for girls / swimming shorts or trunks for boys in one, dark colour)
 - Towel
 - Hairbrush
 - Optional Swimming cap (all children with long hair must have their hair tied back) and goggles.

Jewellery

Jewellery worn at school is not acceptable because of Health and Safety risks, to the child wearing it and to others. The only jewellery allowed is small stud earrings and a small watch. Occasionally, a necklace/bracelet may have a religious significance and, in this case, will be allowed at the discretion of the Head Teacher, through a request in writing.

Rings, dangling earrings, necklaces and bracelets (including charity bracelets) are not allowed because of the risk to the health and safety of pupils.

Any unauthorised jewellery worn to school by a child will be confiscated by a member of staff and returned to parent/carers at the end of the day. The schools accept no responsibility for any jewellery lost on the premises.

Any stud earrings that are worn on a day when PE or swimming is carried out, must be removed by the child. Members of staff cannot remove earrings for Health and Safety reasons.

Hair

Hair bands, ribbons/bows or 'scrunchies' should be plain and either blue or black or white in colour. Hair bands should not have large flowers, ears or large bows attached.

Extreme hairstyles are not appropriate for school. The use of styling products should be kept to a minimum and children should not have decorative patterns or have their hair coloured or dyed.

For health and safety reasons and to ensure it does not distract from learning, we strongly advise that long hair be fully tied back. Hair that is long enough to fall into a child's face must be fully tied back for P.E. lessons. This is equally the case for girls and boys. This is stated in NYCC (North Yorkshire) Local Authority PE risk assessment and is in line with advice given by the AfPE (Association for Physical Education)

Make-Up and nail varnish

Please note that nail varnish and make-up is **not** permitted.

4.2 Where to purchase it

Parents/carers are not expected, or encouraged, to buy expensive items. The supermarket brands are very good value and made to be washed frequently. Bright colours, stripes/logos and are not acceptable under our policy.

We also have a uniform swap shop in the porch of Carlton & Faceby school. Please feel free to take anything you need. If you're able to leave a donation it would be gratefully received, however there is no expectation to do so.

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 – Mr. Scott 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/carers are also expected to contact the Headteacher – Mr. Scott 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 our school's behaviour policy.

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 annually. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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