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## Mount Street Academy – Uniform Policy

### Introduction

It is our policy that all children should wear school uniform when attending our academies, or when participating in an academy-organised event outside normal school hours. We provide a complete list of the items needed for school uniform in this policy.

### Aims and objectives

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

Our policy is based on the notion of ‘everyone is welcome and everyone is equal’ and that a school uniform:

- promotes a sense of pride in our academy
- engenders a feeling of community and belonging
- is practical and smart
- identifies the children with the academy
- is not distracting in class
- makes children feel equal to their peers in terms of appearance
- is regarded as suitable, and good value for money
- has been designed with health and safety in mind

### 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 sex, race, religion or belief, 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 children.
- Permit children to have long hair (though we reserve the right to ask for this to be tied back).

- Allow all children to style their hair in the way that is appropriate for school yet makes them feel most comfortable.
- Allow children and families to request changes to swimwear for religious reasons. Allow children to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality by asking children or their families to get in touch with Headteacher, Rachael Horn, who can answer questions about the policy and respond to any requests.

### **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 on the cost of school uniform.

We will make sure our uniform:

- Is available at a reasonable cost.
- Provides the best value for money for families.

We understand that items with distinctive characteristics such as logo embroidered items cannot be purchased from a wide range of retailers and we therefore also offer a high street option that enables families to choose a more affordable alternative.

We have done 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 specifying requirements for items that children can wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional school logo items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extracurricular activities
- Making sure that arrangements are in place for families to acquire second-hand uniform items (this is through our onsite Pre-Loved School Uniform Shop)
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with families and children on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

### **Uniform details**

All uniform including footwear and hats/gloves/scarves etc. need to be clearly named.

#### **Normal day-to-day wear:**

- Navy logo/high street non-logo jumper or cardigan, white or navy logo/high street non-logo polo shirt; grey trousers/leggings (in Nursery and Reception it is permitted for children to

wear grey jogging bottoms/leggings to aid with independent toileting), shorts, pinafore or skirt (skirts/dresses should be long enough to enable the wearer to sit cross-legged without embarrassment), black, grey or white socks and black shoes or black trainers (no sandals or shoes with heels). If boots are worn these should also be flat and plain black.

- Hijabs and Patkas must be white, black or navy blue
- Blue and white gingham dresses may also be worn in warmer weather in autumn & summer terms.

### **PE and Sports Wear:**

- Navy blue tracksuit bottoms and navy tracksuit top
- Navy shorts (in summer months)
- White or purple plain crew/polo neck T-shirt
- Black plimsolls (for indoor wear)
- Black trainers (for outside wear)
- Draw string logo embroidered/navy blue PE bag
- Please note football kits/shirts and studded boots are not permitted

Children are expected to attend school in full PE kit on their designated PE days (shared with families via Parent Hub).

On days where children may be expected to change for PE in school (you will be notified by Class teacher's if/when this may happen) please send your child's PE Kit in your draw string PE bag.

### **Other**

- Logo embroidered/non embroidered Navy bookbag

### **Footwear**

- Children must wear shoes for school which are appropriate for both the weather and which enable them to be active as we encourage outdoor learning.
- Shoes with platform soles or high heels and neon/bright trainers are not allowed.
- Winter boots/wellington boots may be worn to and from school during bad weather, but indoor shoes must be brought to school for use in the classrooms
- In EYFS (Nursery and Reception), children are required to have a pair of named wellington boots in the setting at all times as children wear wellies in the Outdoor Classroom

### **Adaptation for Weather/Seasonal safety**

- All children need to bring a warm coat to school in the winter and a suitable coat for spring and summer months (e.g. raincoat/mac). In winter children need a warm hat/ear muffs and gloves.
- On hot sunny days children should be protected from the sun when outdoors by wearing a hat or cap and by wearing an appropriate SPF sunscreen that has been applied at home, or that they have brought to school to apply themselves.

## Jewellery

On health and safety grounds, we do not allow children to wear jewellery (e.g. necklaces, bracelets, rings etc). The only exception being objects of religious significance (we ask that families write to/email Rachael Horn, Headteacher to confirm the religious significance reasons for these items) and stud earrings.

Where a child cannot remove their stud earrings for PE they will be covered with medical tape. If they are not covered the child will not be able to take part in the PE lessons.

## Hair and make-up

At Mount Street Academy we:

- Permit children to have long hair (though we reserve the right to ask for this to be tied back for health and safety e.g. P.E. or other practical subjects)
- Allow all children to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow hairbands, hair clips bobbles, but these should be discreet in designs and in colours compatible with school colours (navy, grey and white) and only used to keep hair in place
- May ask that some hair ornaments are removed for P.E. on the grounds of health and safety
- No makeup or nail varnish may be worn during the school day

## The role of the academy

Items bearing the academy logo are available for purchase through local supplier, Uniform Direct, the details of which can be found here: <https://www.uniform-direct.com/acatalog/Mount-Street-Academy.html> . The academy will make every effort to ensure these items are of reasonable quality and are an affordable price. There will be consultation with parents in the event of any change in supplier of uniform items.

Families can obtain unbranded uniform from any supermarket or high street retailer.

The academy accepts no liability for loss or damage to uniform or personal items worn or brought into school.

Acceptance of the academy's uniform policy forms part of our Home-School Agreement.

In the event of infringement of the uniform policy, in the first instance a member of staff would have a discrete discussion with the child or family regarding any explanation for the infringement and any remedial action that might be required (for example, a child might be asked to change into P.E. footwear if their footwear they arrive in is unsuitable for school).

## The role of families

We believe that one of the responsibilities of families is to ensure that their child has the correct uniform and PE kit, and that it is clean, in good repair and **all items should be clearly marked with the child's name**.

If a family has difficulties for any reason with fulfilling this request, they are asked to speak confidentially to a senior member of staff to discuss the issues. Families should be assured that we will do all we can to help.

Children who arrive at school wearing non-school uniform or PE clothing will be loaned an appropriate item from school where possible (which we ask for families to wash and return to school). Families will be contacted by the class teacher to discuss the matter and may be requested to come into school to discuss this.

Mount Street Academy welcomes children from all backgrounds and faith communities. If there are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from our school uniform, the school will consider such requests sympathetically. If any family would like to request a modification to the uniform policy they should, in the first instance, contact the Headteacher, Rachael Horn. Similarly, should an item of school uniform prove problematic for a pupil with disabilities, then parents are invited to draw this to the attention of the Headteacher.

### **Expectations for our school community**

#### **Children**

Children are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- on the school premises
- at out-of-school events or on trips that are organised by the school, or where they are representing the school (if required).

#### **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.

Families are also expected to contact Headteacher Rachael Horn, if they want to request an amendment to the uniform policy in relation to:

- their child's protected characteristics
- the cost of the uniform.

Families 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 to arrive at a mutually acceptable outcome.

### **Staff**

Staff will closely monitor children to make sure they are in correct uniform. They will give any children 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 in line with the 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.

### **Monitoring arrangements**

This policy will be reviewed annually. At every review, it will be approved by Simon Morley, Associate Education Director.