



# Pennine Academies Yorkshire

## Uniform Policy

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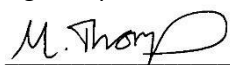
## Statement of Intent

Pennine Academies Yorkshire believes that a consistent school/trust uniform policy is vital to promote the ethos of the school/trust/trust 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 school/trust/trust 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 school/trust 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.

Signed by:



CEO

Date: \_\_\_01/11/2022\_\_\_\_\_

## Legal Framework

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

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

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'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

## Roles and responsibilities

The board of trustees is responsible for:

- Establishing, in consultation with the headteacher/CEO and school/trust community, a practical and smart school/trust uniform that accurately reflects the school/trust's vision and values.
- Ensuring that the school/trust'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 school/trust community regarding changes to the school/trust's uniform.
- Ensuring that the school/trust's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school/trust uniforms' guidance.
- Processing and approving all eligible School/trust Uniform Assistance Application Forms.

The headteacher/CEO is responsible for:

- Enforcing the school/trust's uniform 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 school/trust community in regard to the school/trust's uniform and making appropriate recommendations to the board of trustees.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school/trust uniform is important, e.g. school/trust identity.

Parents are responsible for:

- Providing their children with the correct school/trust uniform as detailed in this policy.
- Informing the headteacher/CEO if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher/CEO has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school/trust uniform is important to the school/trust, e.g. school/trust identity and community.

#### Cost Principles

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

In accordance with the 'School Admissions Code', the headteacher/CEO will ensure that the school/trust's uniform policy does not discourage parents from applying for a place for their child.

The school/trust will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school/trust uniform. When evaluating whether costs are reasonable and proportionate, the school/trust will consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school/trust.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school/trust 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/trust in clean uniform every day.

The school/trust keeps variations in school/trust uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school/trust keeps branded uniform items to a minimal level that is reasonable for all members of the school/trust community. The school/trust defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school/trust decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school/trust 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 school/trust works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School/trust uniform supplier' section of this policy.

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

## Equality Principles

The school/trust 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 a school/trust uniform which is comfortable, suitable for their needs, and reflects who they are.

The school/trust will work to ensure that school/trust uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school/trust will ensure that parents and pupils are consulted over any changes to school/trust uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school/trust 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 'School uniform' section of this policy regardless of the legal sex recorded on the school/trust's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The school/trust 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 school/trust 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 school/trust community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher/CEO and board of trustees, and always in accordance with the school/trust's Complaints Procedures Policy.

The school/trust 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.

## Complaints and Challenges

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

Trustees are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## Uniform Assistance

The school/trust supports vulnerable families in meeting the costs of uniforms. To claim school uniform assistance, parents should be eligible for Pupil Premium. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Schools are responsible for providing uniform to these children in a way that works for both the parents and children.

Schools will hold second-hand uniform which is available to families on request. Parents are invited to donate their child's uniform when they no longer need it.

## Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

The headteacher/CEO, or a person authorised by the headteacher/CEO, is permitted to ask a pupil to briefly go home to remedy breaches to the school/trust's uniform.

When deciding whether to allow a pupil to return home, the school/trust considers the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents.

Where a pupil has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'.

If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.

Parents will be notified in all cases.

## Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school/trust supplier
<b>Regular school/trust uniform</b>				
White Polo Shirt (Nursery to Year 5)	Required	Branded is available but optional	Rawcliffes, 42-44 Darley St, Bradford, BD1 3HN. <a href="https://rawcliffes.biz/">https://rawcliffes.biz/</a>	£5.99-£7.99
Yellow Polo Shirt (Year 6)	Required	Branded is available but optional	Rawcliffes, 42-44 Darley St, Bradford, BD1 3HN. <a href="https://rawcliffes.biz/">https://rawcliffes.biz/</a>	£6.99-£8.99
Royal Blue Sweatshirt or Cardigan (Nursery, Reception, Years 1 and 2)	Required	Yes. Preferred but optional	Rawcliffes, 42-44 Darley St, Bradford, BD1 3HN. <a href="https://rawcliffes.biz/">https://rawcliffes.biz/</a>	Sweatshirt - £7.99-£10.50 Cardigan - £8.99-£10.99
Navy Blue Sweatshirt or Cardigan (Years 3, 4 and 5)	Required	Yes. Preferred but optional	Rawcliffes, 42-44 Darley St, Bradford, BD1 3HN. <a href="https://rawcliffes.biz/">https://rawcliffes.biz/</a>	Sweatshirt - £7.99-£10.50 Cardigan - £8.99-£10.99
Purple Sweatshirt or Cardigan (Year 6)	Required	Yes. Preferred but optional	Rawcliffes, 42-44 Darley St, Bradford, BD1 3HN. <a href="https://rawcliffes.biz/">https://rawcliffes.biz/</a>	Sweatshirt - £8.99-£10.50 Cardigan - £9.99-£11.50
Grey Trousers, Skirt or dresses	Required	None	Rawcliffes, 42-44 Darley St, Bradford, BD1 3HN. <a href="https://rawcliffes.biz/">https://rawcliffes.biz/</a>  Available widely in supermarkets	
<b>PE kit</b>				
Pale Blue T-shirt	Required	Yes. Preferred but optional	Rawcliffes, 42-44 Darley St, Bradford, BD1 3HN. <a href="https://rawcliffes.biz/">https://rawcliffes.biz/</a>	£4.99-£5.99

Navy Shadow Stripe Shorts	Required	None	Rawcliffes, 42-44 Darley St, Bradford, BD1 3HN. <a href="https://rawcliffes.biz/">https://rawcliffes.biz/</a> Available widely in supermarkets	£3.99-£4.99
<b>Accessories</b>				
Bookbags (A4 Size)	Required	Yes. Preferred but optional	Rawcliffes, 42-44 Darley St, Bradford, BD1 3HN. <a href="https://rawcliffes.biz/">https://rawcliffes.biz/</a> Available at the school office	£5.99-£7.99  £5.00
Unbranded uniform items are available at high street stores at varying prices.				

Pupils who are wearing skirts must also wear black or grey tights.

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

Skirts must be knee-length. Black jeans are not permitted.

Parents who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- Plain pale blue T-shirt with no branding or logos from professional sports teams
- Plain navy shorts or tracksuit bottoms with no branding or logos from professional sports teams
- Suitable trainers
- Suitable sports footwear, e.g. football boots

Parents are responsible for ensuring their child brings their PE kit to school/trust when needed.

### **Jewellery**

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible wrist watch.

Jewellery is the responsibility of the pupil and not the school/trust. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

### **School bag**

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.

School/trust bags featuring inappropriate images, slogans or phrases are not permitted.

The school/trust encourages pupils to bring non-valuable bags to school/trust. The school/trust will not be liable for lost or damaged school/trust bags.

### **Hairstyles**

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



Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school/trust:

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

## **Makeup**

The school/trust rules on makeup are as follows:

- No makeup is permitted.
- Nail varnish, false nails and nail extensions are not permitted.
- Temporary tattoos are not permitted.

Pupils wearing makeup are required to remove it or, if appropriate, will be sent home to remove it.

## **Adverse weather**

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

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

Pupils are advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school/trust's uniform policy.
- Trousers, or thick tights with skirts.

## **Labelling**

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

Any lost clothing is taken to the lost property box in the school/trust office. All lost property is retained for one week and is disposed of if it is not collected within this time.

## **Monitoring and review**

This policy is reviewed annually by the trustees and the headteacher/CEO.

The scheduled review date for this policy is November 2024.