



Temple Normanton Junior Academy

Uniform Policy

PHASE	JUNIOR & SECONDARY Temple Normanton Junior Academy
POLICY LEAD	Leica Carter (Principal)
DATE OF APPROVAL BY ACET TRUSTEES	
DATE OF RECEIPT BY LOCAL GOVERNING BODY	
FREQUENCY DATE	Every 2 Years
NEXT REVIEW DATE	December 2024

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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 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 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
- 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 Mrs Leica Carter, info@normanton.derbyshire.sch.uk who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

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.

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
- 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. For example, asking only that our KS2 blazer and rugby top feature the academy logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 extra-curricular activities
- Providing any necessary additional clothing for inter-school competitions
- 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 school uniform

4.1 Our school's uniform

Our school's uniform consists of:

KS1

- Blue polo shirt
- Black skirt/trousers
- Grey jumper/cardigan (academy logo optional)
- Black school shoes – no trainers or open toe sandals
- Black, grey or white socks or tights
- PE kit consisting of plain blue or white t-shirt (no logos), black shorts, plimsolls and/or trainers

KS2

- Blue shirt
- Academy tie
- Blazer with academy logo

- Grey jumper (with or without academy logo – wearing of this item is optional)
- Black skirt/trousers
- Black school shoes – no trainers or open toe sandals
- Black, grey or white socks or tights
- PE kit, consisting of academy rugby top, plain white t-shirt (no logos), black shorts, plimsolls and/or trainers.
- Swimming kit, consisting of trunks/swimming costume (full swimming costume – no bikinis allowed)

Whole academy

- Long hair should be tied back with discreet academy coloured hair accessories.
- Jewellery should not be worn for health and safety reasons and where ears are pierced, only small studs are permitted to be worn. Pupils may wear a wrist watch, but this must not be a smart watch. Exceptions can only be made for medical or religious reasons.
- For reasons of Health and Safety, it is important that no jewellery is worn in PE lessons. Long hair should also be tied back.

4.2 Where to purchase it

- Items of school uniform can be purchased from the academy, either individually or as a uniform pack which is more cost effective. Details of uniform packs can be found on the academy website. Parents wishing to purchase items from the academy should complete an order form and make payment by cash or cheque at the academy office.
- Items of non-branded uniform may be purchased from any supermarket or high street store, providing they follow the academy uniform colour .
- Pre-loved items of uniform are available from the Tupton Edge Centre in Tupton, free of charge. Details of how to obtain uniform through Tupton Edge can be found on the academy website.

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 Mrs Leica Carter 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 Mrs Leica Carter 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:

- 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. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mrs Leica Carter

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 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 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 every two years by Mrs Leica Carter (Principal). At every review, it will be approved by the full local governing body.

7. Links to other policies

This policy is linked to our:

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