



School Uniform

Staff Responsible:	Mrs A Sheridan
Date of Issue:	September 2023
Review Date:	September 2024

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 K Maddison (Family Support Advisor), who can answer questions about the policy and respond to any requests.

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 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.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties.
- 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 class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.

- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels.
- 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.
- Provide support through Uniform Exchange and with Benevolent Fund.
- Understand that some pupils have sensory issues with some items of school uniform and in this instance, reasonable adjustments will be made.

4. Expectations for school uniform

4.1 Our school's uniform

The school uniform is worn by all pupils and parents are requested to encourage the pupils to wear it.

Our main school uniform is as follows:

- Grey or black shorts/trousers/skirt/pinafore
- During the summer term green and white checked gingham dresses can be worn
- White polo shirts
- Emerald green sweatshirt
- Black shoes – no heels and no trainers please!
- Ruby Sweatshirt (Year 6 only)

If parents want to have their children's ears pierced, it is suggested this is done at the beginning of the summer holiday, so that by the time the autumn term starts, studs can be removed.

Branded jumper, polo shirts, t-shirts and hoodies are available to be purchased. This is optional and is not a requirement.

Our PE and swimming kit:

- Emerald green shorts
- White t shirt
- Black jogging bottoms/ leggings (For outdoor PE lessons in winter months)
- Black hoodie (For outdoor PE lessons in winter months)
- Swimming trunks/ shorts
- Swimming costume

Jewelry, Acrylic Nails and Hair Styles

No jewelry (including earrings) or acrylic nails are to be worn at school at any time for health and safety reasons; this is part of our uniform policy. Please note, staff are not permitted to remove earrings or cover earrings with plasters. Children must not have hairstyles fitting the following descriptions:

- Lines of patterns shaved into the hair;
- Hairstyles which are extreme including the use of hair dye.

4.2 Where to purchase it

All uniform can be obtained from most high-street retailer or supermarket, including; Asda, Sainsbury's Tesco, M&S, Next and many more.

For branded items, these can be ordered directly from our supplier S&N Workwear at www.sandnworkwear.co.uk

Once you have clicked the link, please select

- 'School Wear'
- 'Ribbon Academy', and
- Select the items you wish to purchase.

At Ribbon Academy, we have a selection of 'pre-loved' uniform available for families who would like to access this. Please contact Mrs K Maddison (Family Support Advisor) for more information.

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 A Sheridan (Headteacher) 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 A Sheridan (Headteacher) 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 Head Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt in line with the school's behaviour policy and the parent 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 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 by the Head Teacher (Mrs A Sheridan). At every review, it will be approved by the full Board of Trustees.

7. Links to other policies

This policy is linked to our:

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