

Carlton Digby School



Uniform Policy

Approved by:	Head Teacher	Date: October 2022
Last reviewed on:	October 2022	
Next review due by:	October 2024 (or earlier if the need arises)	

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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 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

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
- Considering cheaper alternatives to school-branded items
- 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 different year/class 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

4. Expectations for school uniform

4.1 Our school's uniform

Uniform is expected to be worn by the majority of pupils in school. It is not currently compulsory but is recommended.

We appreciate that some uniform may cause sensory issues to some of our pupils and offer flexibility in these cases.

All uniform should be marked with the child's name.

Uniform:

- Gold / yellow polo shirt
- Royal blue sweatshirt
- Black or grey trousers / skirt / pinafore / leggings / joggers / shorts
- Blue gingham summer dress
- Suitable footwear with enclosed heels and toes (e.g. school shoes, trainers, orthotic boots)

PE Kit (please provide in a named bag):

- White t-shirt
- Dark shorts / joggers / leggings
- Sweatshirt
- Suitable footwear with enclosed heels and toes (e.g. trainers, orthotic boots)

Swimming kit (please provide in a named bag):

- Trunks / costume
- Contenance support (e.g. swim pads)
- Towel

Outdoor learning:

- Sturdy footwear (e.g. wellies, boots, trainers)
- Waterproof coat
- Warm clothing
- Hat and gloves as required

Coats and bags:

- Can be of any design and colour so long as they are suitable for school
- Branded book bags / PE bags are available, but not compulsory

4.2 Where to purchase it

- You can purchase uniform (polo shirt, sweatshirt, fleece) with the school logo on from 'Just Schoolwear' in Arnold or online at www.just-schoolwear.co.uk
- The school book bag / PE bag can be purchased from www.just-schoolwear.co.uk
- Alternatively uniform without a logo can be purchased in most supermarkets or other shops
- Information about second-hand uniform:
 - We have a small supply of second hand uniform available in school
 - Please contact the office@carltondigby.notts.sch.uk if you would like to benefit from this
 - Any used uniform (that is in good condition and is clean) will be accepted as a donation to support our second-hand uniform offer to parents/carers

5. Expectations for our school community

5.1 Pupils

Pupils are encouraged 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

Pupils are also expected to contact office@carltondigby.notts.sch.uk 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 office@carltondigby.notts.sch.uk 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 support pupils to wear the correct uniform and other kit. Staff will contact parents as required if appropriate uniform or other equipment is not provided.

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 governing body will make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed every 2 years, or earlier if the need arises by the Senior Leadership Team. At every review, it will be approved by the Head Teacher.

7. Links to other policies

This policy is linked to our:

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