# POLICY

## For

## School Uniform

## Bourne Elsea Park C of E Primary Academy

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| **Sep 2022 (new)** | **Sep 2024** | | |
| **Sep 2023** | **Sep 2025** | | |
| **Mar 2024 (supplier change)** | | | |

**Striving for excellence, caring for all**
**Within a loving and caring Christian environment.**

**Our Academy Vision**

We are a community in which everyone is offered the opportunity to fulfil their full potential, to understand themselves and be valued for who they are. Through a stimulating and challenging learning environment, we pursue academic excellence and seek the flourishing of all. This is because we know we are all God's children.

"Do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as you ever can." John Wesley

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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/carers to get in touch with the Headteacher, 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'/carers' 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, by only asking that the sweatshirt, jumper or cardigan worn over a polo shirt/shirt includes the school logo
- 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 where practical 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/house groups except for PE
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

The school's colours are red and grey and parents/carers should provide uniforms for their children, which must be selected from the list below:

- Red sweatshirt, jumper or cardigan with logo
- White shirt or polo shirt (tucked in at waistband)
- Grey trousers, shorts (knee length), skirt, culottes or pinafore dress
- Red gingham dress or playsuit (knee length) in summer
- School tie (optional with shirt)
- Dark or white socks, grey, red or white tights
- Black shoes
- Red school fleece jacket (optional outdoor wear)

**PE and Games**
Pupils should wear t-shirts in matching house colours with logo and navy shorts.

- Neptune Blue
- Saturn Yellow
- Earth Green
- Mars Red

A plain grey sweatshirt and navy tracksuit bottoms should be worn for games during the 'chilly' months. Trainers must be worn for outdoor PE in all year groups and black plimsolls for indoor PE for Reception, Year 1 and Year 2. Earrings should not be worn by children for PE.

**Swimming**
As part of our PE curriculum, pupils may have the opportunity to participate in swimming lessons for which they will need a swimming costume and a swimming hat. Please note no bikinis may be worn and shorts should be above the knee. Parents/carers will always be given plenty of notice that swimming lessons are planned.

We emphasise what is unacceptable:

- Any jewellery other than stud earrings or watches (camera and internet enabled smart watches are not permitted). Please note earrings should not be worn by children for PE
- Training shoes for everyday wear
- Nail varnish
- Uniform in colours other than those stated above
- PE kit other than stated above
- Hair in extreme styles or colours
- Hair accessories such as large bows, unicorn headbands, 'ears'

## 4.2 Where to purchase it

**For logo items**
**Online Purchasing:**

- Go to www.shotbowl.com
- Select School Uniform
- Select Bourne Elsea Park C of E Primary Academy (school badge is shown)
- Select items/sizes required and place items in the basket
- Go to basket and pay for items using a debit or credit card

Orders can be delivered free of charge to school on the last Friday of the month (if ordered by 2.00 p.m. on the Wednesday) with your items ready bagged and sent to your child(ren) in class for them to bring home.

To collect your order from the store please select the click and collect option on checkout. Then select your collection slot on their online booking calendar. Alternatively, you can choose to have your order delivered to your home address for a standard delivery charge (free for all orders over £75).

If you would like to book a school uniform sizing appointment, please click on the 'Click Here' button to choose your date and time. Alternatively, you may visit the shop to purchase over the counter:

**Shop address:**
Shotbowl Ltd
Unit 2 Blenheim Way
Northfields Industrial Estate
Market Deeping
PE6 8LD

**Telephone:** 01778 348788
**Email:** shop@shotbowl.com

**Opening times:**
Monday - Closed
Tuesday - 10am – 5pm
Wednesday - 10am – 5pm
Thursday - 10am – 5pm
Friday - 10am – 5pm
Saturday - 10am – 4pm
Sunday - Closed

**Non-logo items**
Non-logo items can be bought at low cost from major supermarkets and other high street retailers.

**Pre-loved Uniform**
The school's Parents, Teachers & Friends Association (PTFA) coordinate sales of pre-loved uniform and can be contacted via email at PTFApreloveduniform@gmail.com. They also run pre-loved uniform sales in school on a number of occasions throughout the year.

Local pre-loved uniform Facebook groups include **Uniform Gift and Sales Bourne and Surrounding Areas.** Alternatively, uniform is offered for sale on a number of parent-run social media groups such as **Elsea Park Academy Parents/Guardians (Current only)**

## 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 visits that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact the 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 and carers are also expected to contact the 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/carers 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 Trust's complaints policy

The school will work closely with parents/carers 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 Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the Trust's Behaviour and Bullying 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 Local Governing Board (LGB)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, carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The LGB 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.  At every review, it will be approved by the LGB.

## 7. Links to other policies

This policy is linked to our:

- Behaviour and Bullying policy
- Equality information and objectives statement
- Complaints policy

These policies can be found on our school website: https://bourneelseaparkprimary.co.uk/policies/