


Uniform policy

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PARTNERSHIP OF SCHOOLS

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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 R Reid rreid@compassps.uk, 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.
- 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 leveler
- Avoiding different uniform requirements for different year/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

4. Expectations for school uniform

4.1 Our school's uniform

- Green gingham dresses (Summer) or school grey skirts/trousers(short or long)/pinafore dresses. Shorts and skirts should be of a suitable length for school.
- White polo shirt/blouse
- Branded Emerald green sweat shirts/cardigans (Purchase details below)
- Plain black, grey or white socks/grey tights

- **Please note: only the sweat shirts and cardigans need to be Notley Green branded**

PHYSICAL EDUCATION

- Plain white T-shirt
- Emerald green or black shorts (please ensure these are a suitable length)
- Black plimsoles (preferably with elastic fronts or velcro rather than laces for infant children)
- Lightweight trainers (optional for outdoors in wet weather and preferably with elastic fronts or velcro rather than laces for infant children)
- Grey/black 'fleecy' tracksuit for colder weather (leggings are not acceptable), this must be plain and non-branded

Footwear

All children to wear sensible black shoes. Children are unable to wear 'fashion shoes' or boots. Boots are defined as shoes covering the ankle bone and above. Trainers, baseball boots and lightweight canvas shoes of any colour are also unacceptable.

[If children need to wear different footwear because of a medical reason then evidence does need to be provided.]

OTHER

- Earrings - only stud earrings can be worn at school and must be removed for PE lessons.
- No other jewellery is permitted to be worn other than watches (no smart watches).
- Haircuts must be smart and hair that is long enough should be neatly tied up. Senior leaders will speak to parents/carers if a haircut is deemed to be extreme.
- No nail varnish to be worn in school.

4.2 Where to purchase it

www.schooltrends.co.uk

[Order here](#)

Delivery is free over £50 and £4.95 if below

All uniform queries should be made directly to school trends.

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)

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 E Seward esaward@compassps.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 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 by the Headteacher holding a face-to-face meeting with the parent or carer to discuss the reasons for failing to meet school expectations.

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 school committee (LSC) 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 LSC 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, evaluation and review

The Local School Committee will assess the implementation and effectiveness of this policy. This Policy will be reviewed by the Local School Committee on a two yearly cycle.

Policy adopted:	Autumn 2024
Other related policies:	Anti-bullying Behaviour Complaints Equality of Opportunity
Next Review:	Autumn 2026