



ASHMORE PARK

AND

PHOENIX NURSERY SCHOOLS
FEDERATION

SCHOOL UNIFORM POLICY

(Introduced as of 1 September 2024)

Senior Leadership Team	03.06.2024
Governing Board Approved/Adopted	13.06.2024
Signed on behalf of the Governing Board/Committee	
Policy to be Reviewed Date	30.06.2026

Our Governing Board believes that a school uniform plays a key role in:

- Promoting the ethos of our schools'
- Providing a sense of belonging and identity
- Setting an appropriate tone for education.

In addition, by creating a common identity amongst all children, regardless of background, a school uniform can act as a social leveller, and prevents children from attending school in fashion or designer brands that could be distracting or create a sense of competition. It also promotes an adherence to a uniform policy which supports transition to primary school and to their uniform policies and expectations.

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 FEDERATION'S LEGAL DUTIES UNDER THE EQUALITY ACT 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our Federation will:

- Avoid listing uniform items based on sex, to give all children 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 children
- Allow all children to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all children to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow children to wear headscarves and/or other religious garments
- Allow children with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking parents/carers to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

3. LIMITING THE COST OF SCHOOL UNIFORM

Our Federation has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo) 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 and limiting any items with distinctive characteristics where possible
- Avoiding specific requirements for items children could wear on non-school days, such as coats, bags, and shoes
- Keeping the number of optional branded items to a minimum, so that each school's uniform can act as a social leveller
- Avoiding different uniform requirements for different Key Worker groups
- 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 on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. EXPECTATIONS FOR SCHOOL UNIFORM

SCHOOL UNIFORM
Navy Blue Sweatshirt and/or Navy Blue Sweatshirt Cardigan with School Logo
Sky Blue Polo Shirt
Grey Trousers/Shorts/Skirt/Pinafore
Blue checked Summer Dress/Culottes Style Dress
Black Shoes - No Trainers or Pumps

It is our expectation that every child has a minimum of one Sweatshirt or Sweatshirt cardigan which displays the school's logo, please see stockist details below.

Stockist Details:

Navy Blue Sweatshirt(s)/Navy Blue Sweatshirt Cardigan(s) with the school's logo can be purchased from our approved stockist:

Crested School Wear
01902 593030
Wulfrun Shopping Centre
Units 26/27
Wolverhampton
WV1 3HG

All other items can be purchased from any high street retailer ensuring our families are able to secure the best value for money option(s) available. There is no requirement for you to purchase a school pump bag or to provide a rucksack etc. for your child. The school provides a bag in which spare items of clothing can be kept, in school, in case of toileting accidents etc.

For health and safety reasons, please do not let your child wear jewellery to school. The exceptions to this rule are earring small studs and objects of religious significance (to be discussed with the child's Educator).

We understand that providing a uniform for your child can be costly, therefore, if any family is experiencing financial hardship please contact the school office. Please note that in all instances you will be treated with respect and will be listened to empathetically.

It is our intention to collect, and to make available, second-hand uniform items to our families, to ensure items once 'lovingly used' are repurposed, to reduce the cost of providing a uniform for our families and to reduce the Federation's environmental impact.

5. EXPECTATIONS FOR OUR SCHOOL COMMUNITY

Children are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (as and where applicable).

Parents/Carers are expected to make sure their child has the correct uniform and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition.

If any parent/carer would like to modify the uniform policy they should contact the Headteacher, in the first instance to request an amendment to the uniform. The Federation welcomes children from all backgrounds and faith communities and if parents/carers want their child to wear clothes that differ from the school uniform, the Federation will look sympathetically upon such requests on a case-by-case basis. Similarly, should an item of school uniform prove problematic for a child with disabilities, then parents/carers are invited to draw this to the attention of the Headteacher. The Federation will not treat any child with a disability unfavourably.

Parents/Carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. All disputes in relation to the school's uniform will be:

- Resolved locally
- Dealt with in accordance with our Federation's Complaints Policy and Procedures.

In all instances the Federation will work closely with parents/carers to arrive at a mutually acceptable outcome.

Staff will monitor children to make sure they are in the correct uniform each day and families breaching the uniform policy will be given the opportunity to comply, however, if the situation does not improve the Headteacher will speak to the parent/carer to try to resolve the issue. In cases where it is suspected that financial hardship has resulted in a child/family not complying with this uniform policy, the Headteacher will take a mindful and considerate approach to resolving the situation.

6. COMPLIANCE

The Governing Board will review this policy and make sure that it:

- Is appropriate for each school's context
- Is implemented fairly and consistently across each school

- Considers the views of parents/carers
- Offers a uniform that is appropriate, practical, and safe for all children.

The Board will also make sure that the Federation's uniform supplier arrangements give the highest priority to cost and value for money.

This policy will be reviewed bi-annually or sooner if required, by the Headteacher following which, it will be approved by the full Governing Board.

7. LINKS TO OTHER POLICIES

This policy is linked to our:

- Complaints Policy and Procedures
- Equality Information and Objectives Policy.