

# School Uniform Northern Counties School Policy

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## Policy Control/Monitoring

<b>Approved by: (Position in Organisation)</b>	Chair of Governors
<b>Date:</b>	April 2024
<b>Accountability: (Position in Organisation)</b>	Headteacher Northern Counties School
<b>Revision Cycle:</b>	Annual
<b>Brief details of amendments made.</b>	

## Equality Impact Assessment

This document forms part of Percy Hedley’s commitment to create a positive culture of respect for all staff and service users. The intention is to identify, remove or minimise discriminatory practice in relation to the protected characteristics (race, disability, gender, sexual orientation, age, religious or other belief, marriage and civil partnership, gender reassignment, pregnancy, and maternity), as well as to promote positive practice and value the diversity of all individuals and communities.

As part of its development this document and its impact on equality has been analysed and no detriment identified.

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## Version Control Tracker

Version Number	Date
V1	March 2023
V2	April 2024

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## 1. Introduction

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. Purpose

This is a policy specific to Northern Counties School and that has specific aims, as covered within the Introduction Section above.

## 3. The Scope

This document is a reference point for all Northern Counties School staff regarding the Schools strategy and approach to school uniform.

## 4. Definitions

No specific definitions included within this Policy.

## 5. Principles

### 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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable.

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- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender, or gender reassignment.
- Allow pupils to wear headscarves and/or other religious garments.
- Allow pupils 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 pupils or their parents to get in touch with Head of Department who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

#### 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 must have a school logo or a unique fabric/color/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 and/or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, if 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

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- › Making sure that arrangements are in place for parents to acquire second-hand uniform items.
- › Avoiding frequent changes to uniform specifications and minimizing 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.

### Expectations for school uniform

#### A. Our school's uniform:

- › **Students aged 3-16 years:** Purple or black sweatshirt/cardigan & White Polo Shirt. Black or grey trousers/skirts.
- › **Post 16 Students:** Black Hoodie & White Polo Shirt. Black or grey trousers/skirts.  
Please note: Polo shirts do not have to bear the school logo so do not have to be purchased from school.
- › **Swimming:** All students need to bring in their own swimming shorts/costumes, towel, and products to shower after swimming – these can be kept in school and laundered or sent home (parental/student choice).
- › **PE:** Plain white t-shirt and dark colored shorts/jogging bottoms/leggings/gym skirt.  
PE kits can be brought into and kept in school and will be sent home at the end of each half term or brought in on PE days (parental/student choice).  
Please note, students can attend school in their PE uniform on days they have PE or bring their PE uniform into school which will be sent home at the end of each half term (parental/student choice).

#### B. Where to purchase it:

- › School uniform can be ordered by completing a uniform order form, these can be obtained from the admin office in school.

### Expectations for our school community

#### A. Pupils:

Pupils are expected to always wear the correct uniform (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)

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Pupils also expected to contact, the Head of Department if they want to request an amendment to the uniform policy for their child.

#### B. 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 the Head of Department if they want to request an amendment to the uniform policy in relation to:

- Their child's needs.
- 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.

#### C. 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.

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.

#### D. 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.
- Considers 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.

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## 6. Monitoring and Compliance

This policy will be reviewed yearly. At every review, it will be approved by the Headteacher and Chair of Governors.

## 7. Associated Policies & References

This policy is linked to our:

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

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