



# JACOBSTOW COMMUNITY ACADEMY SCHOOL UNIFORM POLICY

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# Change Log

Autumn 2022	New Policy following DfE statutory guidance published in Autumn 2021

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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 or protected characteristics.
- 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 the Head Teacher, 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, and to ensure this we are required to retender our uniform contract every 5 years.

We understand that items with distinctive characteristics (such as branded items) 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, therefore our School Trust has deliberately kept the use of branded items to a minimum.

Our branded uniform is available on our sweatshirts or cardigans, our polo-shirts, our PE t-shirt and our bookbags, which are available from myclothing online – visit <https://myclothing.com/>. However, all of our branded options are also welcomed as non-branded and can be purchased from a range of different shops which are found in our local area.

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 and accommodating both branded and non-branded options.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- Ensure there are not 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

Our governors, staff and parents place a great emphasis on high standards. Our drive to realising these standards encompasses all aspects of school life: teaching and learning, relationships, behaviour and dress code, etc.

Wearing the correct school uniform is essential and a smart dress code benefits everyone. It creates a sense of belonging and unites us a community, giving us all an identity to be part of and proud of. See Appendix 1

#### Uniform

- Grey/black trousers, skirt or pinafore
- White shirt/blouse or polo shirt – this can be with the school logo or plain
- Red sweatshirt/jumper/cardigan - this can be with the school logo or plain
- Grey/black shorts, red and white checked dress, skirt or playsuit (summer)
- Sensible black, flat shoes that the children can easily put on and take off. Crocs or open toe sandals are not appropriate for the summer term.

#### PE Kit

Children come to school in their PE kit on their identified PE day, however they are invited to keep a pair of trainers in school to change into at playtimes if they prefer

- black shorts/leggings or tracksuit bottoms during colder months
- Red T shirt – this can be with the school logo or plain
- Plimsolls (slip-ons for infants)
- Juniors will require football boots, training shoes or similar
- Tracksuits or suitable old clothes can be worn for football
- Leotards may be worn for gymnastics or dance
- A plain black or plain red zip up top is an optional extra item of kit
- A named drawstring bag is required to store PE shoes in for use during the week at playtimes

All items of clothing should be clearly named.

#### Jewellery and hairstyles

We expect that children wear a minimum of jewellery. However, the following are acceptable:

- A watch.
- A medical alert bracelet.
- No more than one stud in each ear.
- Artificially brightly coloured or bleached hair is not permitted in school.
- All long hair must be tied back using school friendly, discrete accessories.

### 4.2 Where to purchase it

The branded items can only be purchased from the following supplier:

- visit <https://myclothing.com/>

All other items can be purchased more widely, from high-street retailers and supermarkets, as well as from the supplier above.

### **Second-hand Uniform – ‘Nearly New’**

The school has a regularly replenished stock of ‘nearly new’ items which are available to all families. These items are donated by parents and are of good quality.

## **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.
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required).

Pupils may contact the Head Teacher if they want to request a change to their school uniform 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 can contact the Head Teacher 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 Trust’s Complaints Policy.

The school will work closely with parents to arrive at a mutually acceptable outcome.

## **6. Monitoring arrangements**

This policy will be reviewed to ensure it offers a uniform that is appropriate, practical and safe for all pupils and 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.

This policy will be reviewed every 5 years, or upon any changes to supplier availability, by the Trust Executive Team.

## 7. Links to other policies

This policy is linked to the following:

- Positive Behaviour policy
- Home Academy Agreement
- Equality information and objectives statement
- Anti-Bullying policy
- Complaints Procedure and Policy
- Spiritual, Moral, Social and Cultural Policy

**Jacobstow Primary School Uniform Requirements 2021****Standard school uniform**

Red sweatshirt or cardigan – with or without logo  
 White polo shirt (with or without logo)  
 Black or grey trousers  
 Grey/black dress/pinafore/skirt  
 Grey /red tights  
 White or grey socks if visible (ie in skirts or shorts)  
 Suitable black traditional school shoes - appropriate for the weather and being in school. Please no trainers for main school wear. Traditional plain black boots are an option in the autumn/winter term but must be suitable for the school day and without lots of additional embellishments please.

**Summer uniform – additional options**

Red gingham skirt, dress or playsuit, or an all in one top and skirt style dress are additional options.  
 Black or grey shorts, or red gingham shorts.  
 Cap or legionnaire style sunhat, or a broad rimmed sunhat.

*(please see images below for different variation possibilities – these are not an exhaustive list)*

**PE Kit**

Black shorts/cycling shorts or leggings Tracksuit bottoms may be worn when the weather gets colder  
 Red round-neck PE t shirt – with or without the logo.  
 Plimsolls or trainers to change into for playtimes and PE. (not the same shoes as they wear during the day)

**Jewellery etc**

Children can wear sleepers or small studs if they have their ears pierced. In PE, children will be asked to take their earrings out for safety reasons. If they have just been pierced and can't be removed then please can children be given plasters to put on over their earrings to protect them from being caught and ripped.  
 Watches can be worn, including smart watches at the owners own risk. Children should also not be able to send / receive messages on their watch.  
 No necklaces, bracelets or rings should be worn in school.  
 Hair longer than shoulder length needs to be fully tied back for both boys and girls. Appropriate styles please, no mohicans or brightly dyed hair colours. Also appropriate size and design for hair bows, bands and clips.

**Other items of 'kit'**

School bookbag (this will be provided for our Reception Starters each year, but if lost or damaged will need to be replaced please)  
 Sunhat during times when the UV index is high and/or during the summer term  
 An appropriate coat to wear for the time of year/weather  
 All children should do at least a 6 week block of Forest School so will need to have kit such as old clothes with long sleeves and legs, waterproof trousers/coat, wellies etc. Your child's teacher will inform you when you will be having Forest School.

**Items not needed:**

We provide a school named water bottle – so no water bottle needed for class use  
 We provide a range of stationery – so no pencil cases in school please  
 No open toed sandals, crocs or flip flops please  
 No large rucksacks please – just a drawstring style/smaller soft bodied backpack if necessary.  
 No jeggings/denim type shorts or trousers please. No leggings underneath skirts and dresses please  
 Nail varnish should not be worn in school please.