

The Nethersole

C of E Academy

Academic Year 2023 to 2024

Uniform Policy

To be light (living in our community and reaching out beyond it) bringing out the God-colours in the world.'

Jesus said, 'You're here to be light, bringing out the God-colours in the world.'

Matthew 5:16



Date Policy Ratified by the LAB	January 2024
Headteacher	Mrs S J Goode
Chair of Governors	Mr C Mansell
Review Date	January 2027

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.

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 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 the Head Teacher, who can answer questions about the policy and respond to any requests.

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/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:

- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes.
- Discouraging branded items such as specific shoes, trainers or PE kit brands, so that the school's uniform can act as a social leveller.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities where possible.
- 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.

Expectations for school uniform

At The Nethersole CofE Academy we have high expectations of school uniform and we believe that having the correct school uniform instils a sense of school pride in our children. All pupils are valued as part of our community and we want children to feel a sense of pride in their uniform and a sense of identity with the school. Wearing a uniform also allows every child to be equal and not to be singled out by their choices of clothing or shoes.

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.)
- Pupils are also expected to contact the Head Teacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 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 school's complaints policy.

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

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 Head Teacher.

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.

Governors

The LAB 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 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.

Monitoring Arrangements

This policy will be reviewed at least every three years. At every review, it will be approved by the Governing Body.

The Nethersole CofE Academy Uniform

The wording below stipulates what constitutes our school uniform and what every child is expected to wear routinely to school unless there is an agreed non-uniform or

themed day/event. Although the colours stated are important, there is no expectation that any of it must have the school logo on them.

Our Uniform:

- Grey or black trousers, skirt or pinafore dress.
- White blouse / shirt or polo shirt.
- Red cardigan, pullover or sweatshirt.
- In the summer months, some choose to wear a red and white checked summer dress.
- Black shoes (not trainers or 'ballet' style pumps.)
- White or grey socks. Red or grey tights.

Our PE Uniform:

- Plain white T- shirt.
- Plain black Shorts.
- Plain black jogging bottoms or tracksuit pants.
- Plain black sweatshirt / tracksuit jacket.
- Black plimsolls and outdoor trainers.
- No football kits.

Please ensure that all clothing and shoes are clearly labelled.

School Branded Uniform can be purchased at a reasonable price via the link below:

<http://www.mapac.com/>

School Branded PE Kit can be purchased at a reasonable price via the link below:

<https://crazyaunt.co.uk/polesworth-nethersoles>

Preloved Uniform

We have a good stock of preloved uniform. We ask parents to provide a donation and all money raised goes directly to NASA.

Contact Us –

Facebook – Nethersole Pre Loved Uniform.

Whatsapp – 07716974877.

The School Office

Earrings and Jewellery

Earrings should be a small stud only and removed by the child or parent before PE (if children cannot remove earrings themselves, they should not come to school with earrings in on PE days.)

All other jewellery worn by children to school will be removed and kept until the end of the day to be returned to the parent / carer.

Haircuts

Children should have neat 'professional' looking hair styles e.g. no dyed-hair or 'tramlines' cut into the hair.

No Mohican style haircuts. Bows and bands should be neat, of moderate size and either white, red, grey or black.