School Uniform Policy

The Bawburgh School

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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 Miss C Stedman, Headteacher on 01603 742329 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. Only our sweatshirt and cardigans will need to feature the school logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 leveller

- 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

WINTER

Black school trousers (non-branded black jogging bottoms for EYFS and KS1 ONLY, no leggings)

Black school skirt or black pinafore dress

Red school crew neck sweatshirt or cardigan with logo (Iron on logo can be purchased from school office)

White long sleeved or short sleeved polo shirt or white long sleeved or short sleeved cotton shirt

Red fleece – optional

Red Fleece Lined Jacket – optional

Black or red tights

SUMMER

Black school shorts/trousers (no cycling shorts)

Black skirt or culottes

Red school crew neck sweatshirt or cardigan with logo

White short sleeved polo shirt or short sleeved cotton shirt

Red gingham dress

P.E. KIT

Navy shorts, navy jogging bottoms or navy leggings

Plain Red, Blue, Green or Yellow t-shirt depending on child's house

Navy sweatshirt

Gym bag - optional

Trainers – these will also be used at playtimes

Please can you ensure that you have the correct coloured PE T Shirt.

House Colours

Kett – Green

Cavell – Blue

Lind – Yellow

Walstan – Red

Smart black school shoes only; open-toed sandals are not allowed.

Wellington boots to be kept at school for outdoor play during the winter months.

Black plimsolls for EYFS

BAGS

KS2 backpack

EYFS/KS1 Red book bag

SWIMMING

One piece swimming costume

Fitted trunks not shorts

A towel

Swimming hat

Goggles – optional

Pupils can request changes to swimwear for religious reasons.

Strictly no make-up, nail varnish or tattoos; Certain items of jewellery, such as the Kara bangle and certain items of headwear such as the turban or headscarf worn by pupils genuinely based on manifesting religious or racial beliefs of identity can be worn. Other jewellery should be restricted to plain stud earrings and must be removed for PE, Games and swimming.

Long hair must be tied back with a plain hairband. Headbands should be plain and close fitting, with no additional adornments.

Watch – A watch may be worn including one that includes fitness tracking. We strictly do not permit watches that can be internet-enabled or have a built in camera.

For any adaptions to the policy for pupils with protected characteristics, please contact Miss Stedman.

Iron on school logos can be purchased from the school.

Please have every item named, as School is not responsible for lost property.

4.2 Where to purchase it

Uniform can be obtained from other retail outlets i.e. Sainsburys, Tesco, or Asda. The school sweatshirt or cardigan must have a school logo on it, but it is optional for any other school uniform items.

Iron on school logos can be purchased from the school.

For school uniform grants – apply to Anguish's Educational Foundation on 01603 621023 or info@norwichcharitabletrusts.org.uk

Second hand uniforms are available for parents to acquire. Please contact the Office for further details.

Price List for Birds of Dereham

	In Store Price including school logo. Child sizes (3-13 years)
Red school sweatshirt	£11.50
Red school cardigan	£12.75
White polo shirt	£8.25
Red fleece	£16.50
Red reversible fleece	£25.00
Navy PE sweatshirt	£11.50
PE T-shirt	£5.00
Book bag with strap	£8.50
Gym Bag	£6.00
Back Pack	£15.00

If required, Birds can embroider directly onto garments, so if you wish to buy from elsewhere, they will charge £3.50 per garment. They are unable to provide this service in the peak weeks of mid-August to the beginning of September.

Please note that adult sizes (small, medium and large) will be liable for VAT.

Parents will be able to purchase in store or on-line; Birds is situated at Unit D, 13 Yaxham Road, Dereham NR19 1HB and on-line orders can be made at www.birdsofdereham.com

On-line orders over £75.00 will be delivered directly to you free of charge; orders under this amount will incur a £5.50 charge but can be delivered to school, during term time, free of charge for collection. Please quote BAW14 when ordering.

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)

Pupils are also expected to contact Miss C Stedman, Executive Headteacher on 01603 742329 if they want to request an amendment to the uniform policy 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 are also expected to contact Miss C Stedman, Executive Headteacher on 01603 742329 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 Miss C Stedman, Headteacher on 01603 742329.

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 governing board 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.

6. Monitoring arrangements

This policy will be reviewed every 3 years. At every review, it will be approved by the full Governing Board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- The Governing Body's written statement of Behaviour Principles