



School Uniform Policy

Whipman Woods Flying High Academy

Name	Role(s)
Neil Robinson	Chair of Governors
Pat Dubas	Head Teacher

**Approved by Chair of Governors: June 2024
Next Review: January 2025**

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

1. 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 symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with school office, info@poolsbrook.derbyshire.sch.uk where any questions can be answered about the policy and requests responded to.

2. 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:

- a) is available at a reasonable cost
- b) provides the best value for money for parents/carers

We will do this by:

- carefully considering whether any items with distinctive characteristics are necessary
- making the wearing of items with the school logo on non-compulsory
- allowing the wearing of cheaper alternatives to school-branded items
- 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
- no difference in uniform requirements for different years
- avoiding different uniform requirements for extra-curricular activities
- 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

3. Expectations for school uniform

The uniform is as follows:

- Navy knitted jumper or navy cardigan (with or without the school logo)
- White/navy/red polo shirt
- Grey or black trousers (joggers can be worn in Nursery)
- Grey or black skirt (in summer, a blue and white summer dress may be worn)
- Black, sensible shoes/black trainers
- Grey or black tights
- Navy book bag (with or without the school logo)

No child has to wear any branded items but these are available if parents wish to purchase at <https://uniformshoponline.co.uk/>

- PE kit- this is kept cost-effective – white t-shirt and joggers / shorts / leggings
- Swimming kit- trunks / swimming costume and cap for children with long hair
- Black school shoes/Non-logo black trainers are school uniform

4.1 Where to purchase it

- Uniformshoponline.co.uk
- Any local supermarket for non-branded items

Once the school has been open for a while previously owned uniform will be available throughout the school year for everyone, should they need it. Please speak to a member of the school office team should you need more information about this. .

4.2 PE kit and swimming kit

All children should come into school wearing their PE kit.

The PE kit is -

- Navy sports hoodie
- Plain black or white trainers or BLACK pumps
- Plain white/navy t-shirt (no logos)
- Shorts- navy (no logos)
- Jogging pants or leggings – black (no logos)
- No jewellery (staff are not permitted to take out children's earrings)

4. Expectations for our school community

4.1 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 the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

4.2 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 the Headteacher if they want to request an amendment to the uniform policy in relation to their child's:

- protected characteristics
- the cost of the uniform
- Special Educational Needs.

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.

4.3 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.

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.

4.4 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
- considers the views of parents and pupils
- offers a uniform that is appropriate, practical and safe for all pupils

The Governors 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.

5. Monitoring arrangements

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the full governing body.

6. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy.