



## School uniform policy

Date reviewed: June 2024

Date of next review: June 2026

Chair of Governors (signature)

Head Teacher (signature)

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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
- Ensure that all children are kitted out in a similar manner leading to equality and a sense of belonging.

## 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 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 this must be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- 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/carers to get in touch with Office Manager, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo or a unique colour) cannot be purchased from a wide range of retailers and that requiring many such items limits parents/carers' 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:






- Limiting any items with distinctive characteristics where possible

- 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/ groups
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

#### 4. Our school uniform

<b>Millfields First School – compulsory uniform</b>		
Cardigan or Jumper with Millfields logo		 <p>White polo shirt (Millfields logo is optional).</p> <p><b>Blue polo shirts are not to be worn.</b></p> <p>Navy, grey or black tights may be worn in the cold weather</p>
 	 <p>Plain grey skirt or pinafore</p>	
<b>Footwear</b>		
<p>Plain black, flat, comfortable school shoes. Velcro/buckled shoes instead of laces until your children can do their own. No open toe, slip on or heels for health and safety reasons. No boots.</p>		
<b>Jewellery and makeup</b>		
<p>Should a pupil need to wear jewellery for religious or medical reasons, parents, guardians or carers must seek permission by way of a letter to the Headteacher. Plain <b>small</b> earring <b>studs</b> are allowed; hoops and larger or dangly earrings are not permitted for safety reasons.</p> <p>Makeup and cosmetics are not considered appropriate or consistent with our school uniform and therefore must not be worn. Nail varnish or false nails should not be worn in school, unless approved by the Headteacher for medical reasons.</p>		

PE Kit		Summer alternative uniform	
			
Blue t-shirt with Millfields logo	Navy or black P.E. shorts	Blue and white gingham summer dress	Plain grey shorts
Outdoor PE Kit		Please note summer dresses with a white polo top and gingham skirt attached and summer gingham playsuit dresses must <b>not</b> be worn. White socks should be worn with dresses and grey socks with shorts.	
Black / navy hoodie and joggers. In warmer weather shorts can be worn			
Footwear		Children will need to bring a sun hat and / or sun cream to wear in school during sunnier weather. <b>Please make sure everything is named.</b>	
Plain black P.E. pumps for indoor P.E Trainers for outdoor P.E.			

Forest School Kit				
				
Navy or black hoodie and a plain dark coloured long-sleeved top  Short sleeved tops or tops with logos must not be worn	Plain, navy or black joggers  Shorts must not be worn	Wellies – to stay in school	Hat scarf and gloves for cooler weather	Waterproofs for cold / wetter weather
You will be notified which days your child has P.E. and Forest School. On the days children have P.E. / Forest School your child will need to come to school wearing the clothing appropriate to the session they have that day.				

## 4.2 Where to purchase our uniform

Our logo PE t-shirt, cardigan or jumper can be purchased from:

### **S&H Schoolwear and Sports**

1 Church Street

Bromsgrove, B61 8DD

01527 874885

[info@sandhschoolwearandsports.co.uk](mailto:info@sandhschoolwearandsports.co.uk)

## School Days

Britannic House

13-15 Church Street

Bromsgrove, B61 8DD

01527 757439

[sales@schooldays-bromsgrove.co.uk](mailto:sales@schooldays-bromsgrove.co.uk)

All other items are widely available in local clothes stores and supermarkets.

## 4.3 Pre-loved uniform

Our Friends Association arrange a number of pre-loved uniform sales throughout the year. These will be advertised on our social media pages and school newsletters.

Please contact the school Office who may be able to help if you are experiencing difficulties obtaining uniform items.

## 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)

## **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/carers are also expected to contact the Office Manager if they want to request an amendment to the uniform policy in relation to the cost of the uniform.

If children arrive to school without the correct uniform parents/carers may be expected to bring the correct uniform into school so that their child can be compliant.

Parents/carers 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/carers 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 talk to children quietly if they are not wearing uniform to remind them to wear it on the following day. 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.

## **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/carers 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.

## **6. Monitoring arrangements**

This policy will be reviewed by Office Manager. 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
- Anti-bullying policy
- Complaints policy