

Uniform Policy

2022- 2023

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



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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 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

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:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

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We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Considering cheaper alternatives to school-branded items
- Keeping the number of optional branded items to a minimum, so that the school’s uniform can act as a social leveler
- 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
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3. Expectations for school uniform

3.1 Our school’s uniform

Whilst our school uniform is not compulsory, in practice all our children do wear the following:

Grey skirt, trousers or shorts	White or red tee-shirt for P.E*
White or red polo shirt or blouse	Red, white or black shorts for P.E*
Red sweatshirt or cardigan	Winter hat
Red/White Gingham cotton dress	Sun hat

* P.E uniform for our reception children is not required until the Summer Term, so we recommend that you do not buy this until it is needed.

3.2 Where to purchase it

It is not essential to have uniform with a logo on, but if parents wish to buy uniform with the Banks Road School logo embroidered on, it is available from the following outlets:

- TGR Embroidery at www.tgr-embroidery.co.uk or Nottingham Road, Attenborough
- Just-School Wear at www.just-schoolwear.co.uk or Derby Road, Long Eaton
- Morleys Schoolwear at www.schoolwearsolutions.com or Bramcote Avenue, Chilwell.

We hold sales of pre-loved second hand uniform at regular intervals throughout the school year.

Footwear

Shoes should be appropriate for the range of activities the children undertake. For safety reasons they should not have heels or open-toes. Strappy sandals or flip-flops, however hot the weather, are not allowed.

Jewellery

We do not allow children to wear jewellery for safety reasons. If a child already has pierced ears, plain stud earrings only may be worn. Even these will need to be removed for PE by the child.

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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)

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 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.

4.3 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.

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5. Monitoring arrangements

This policy will be reviewed and ratified by the governing board bi-annually.

6. Links to other policies

This policy is linked to our:

- Relationships and Behaviour Regulation policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

<u>THE POLICY WILL BE REVIEWED Bi-ANNUALLY.</u>
DATE OF REVIEW BY GOVERNING BODY: July 2024
This policy was reviewed and ratified by the Pupil and Personnel sub-committee in July 2022. Signed: Chair of Governors _____ Date: _____