Uniform Policy

Document Control

Description	By Whom	Date
Established	J Green	February 2022
Approved	Trustees	July 2022
Review Due	J Green	July 2024
Reviewed	J Padley	March 2025
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1. Introduction

1.1. This is the Uniform Policy for Spotland Primary Academy (including the Early Years Foundation Stage (**EYFS**) where applicable.

1.2. This policy is published on the academy's website and is available in hard copy on request from the academy office.

2. Aims of the policy

2.1. This Policy is consistent with the Equal Opportunities Policy and applies equally to all pupils, irrespective of their sex, gender reassignment, race, disability, sexual orientation, religion or belief or special educational needs, subject to considerations of safety and welfare.

2.2 Our policy on uniform is designed to

- Promote the **ethos** of the academy
- Provide a sense of **belonging and identity**
- Set an appropriate tone for learning in the academy
- Ensure that we do not place a financial burden families
- provide guidance on the application of the policy and the approach to differentiation

3. Legislation and regulation

3.1. This Policy has been prepared to meet the academy's responsibilities under the Equality Act 2010, the Human Rights Act 1998 and, where applicable, the *Statutory framework for the Early Years Foundation Stage* (DfE, March 2017).

3.2. This Policy has regard to the following guidance and advice:

i. Special educational needs and disability code of practice: 0 to 25 years (DfE, January 2015); ii. Technical guidance for schools in England (Equality and Human Rights Commission, July 2014) iii. School admissions code: Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels (DfE, December 2014); iv. Exclusion from maintained schools, academies and pupil referral units in England: Statutory guidance for those with legal responsibilities in relation to exclusion (DfE, September 2017)

v. School uniform: Guidance for governing bodies, school leaders, school staff and local authorities (DfE, September 2013), [updated November2021]. vi. The Human Rights Act 1998 vii. Education (Guidance about Costs of School Uniforms) Act 2021. viii. Statutory Guidance Cost of School Uniforms November 2021. ix. Developing School Uniform Policy, 29th April 2024, DFE guidance.

4. Uniform requirements

4.1. Correct uniform should be worn at all times during the day. It is expected that pupils will change for PE sessions and wear the appropriate kit. **Children will no longer come into school wearing PE kits**. Uniform should also be worn for educational visits unless the principal determines that pupils should wear alternative clothing (eg a residential visit, outdoor activities). All items of uniform should be clearly marked with the pupil's name, this can be written with a permanent marker or a sewn/ironed in label.

Please see Appendix 1 for the individual academy's uniform requirements.

4.2. Pupils are expected to wear their uniform correctly, responsibly and with pride. Staff will praise pupils verbally for their presentation where appropriate. If the child is not wearing the appropriate uniform they should be asked why, supported to wear uniform from school spares and reminded to wear their own uniform the next day. Staff should try to understand the child's circumstances and apply the policy appropriately. **If a child is choosing to not wear appropriate uniform then an appropriate sanction may be applied in accordance with the school behaviour policy.**

4.3. Pupils who continue to breach the Policy will be referred to a member of the academy leadership team who will contact parents to discuss the issue.

4.4. The academy will consider reasonable requests to alter the academy uniform, for example for transgender pupils, genuine religious requirements and reasonable adjustments for disabled children. Where there is uncertainty as to whether an item may be worn under this section, the issue must be referred by the pupil's parents to the Principal, whose decision will be final, subject to the complaints procedure set out in the Complaints Policy.

4.5 The academy will not be changing their logo until September 2026, this allowing children to continue to wear 'Spotland Primary School' branded uniform until then. All uniform can be purchased from either Moses Schoolwear, Oldham Road, Rochdale or Ziggys Schoolwear, Yorkshire Street, Rochdale. Alternatively, uniform can also be purchased from any supermarket.

5. Symbols of faith

5.1. Certain items of jewellery, such as the Kara bangle, and certain items of headwear, such as the turban or a headscarf may be worn by pupils when doing so is genuinely based on manifesting religious or racial beliefs or identity. This is subject to considerations of safety and welfare.

5.2. Where there is uncertainty as to whether an item may be worn under this section, the issue must be referred by the pupil's parents to the Principal, whose decision will be final, subject to the complaints procedure set out in the Complaints Policy.

6. Disabled pupils

6.1. Reasonable adjustments may be requested to the uniform for disabled pupils who require them. The parents should refer the matter to the Principal to ensure all reasonable adjustments are made to accommodate the pupil.

6.2 For pupils who present with specific sensory needs, reasonable adjustments may be considered in order to support the pupils individual needs to access the curriculum/ school day. A review would take place with Parents/carers to discuss the individual needs and agree on what reasonable adjustments can be made to support.

7. Valuables

7.1. The academy cannot take responsibility for damage, loss or theft of any of these items. All personal items including uniform should be clearly labelled with a pupil's full name.

8. Responsibilities

8.1 The following responsibilities apply in relation to this policy:

- Teachers are responsible for ensuring pupils adhere to this policy
- Heads of academy and principals have overall responsibility for the correct implementation of this policy

9. Cost Considerations

- The Harmony Trust, in-line with government guidelines, ensures the use of branded items is kept to a minimum. Parents may choose to purchase non –branded items that are the correct uniform colour.
- The Trust ensures that our uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- Items of uniform and related costs can be obtained from the supplier.
- Items of second-hand uniforms are available for parents to acquire, where donations from parents allow this. Information on the availability of second-hand uniform items can be obtained from the academy office along with details of how clean items which are in good condition can be donated. This information can also be found on the academy's website.
- We aim to support sustainability and will do all that is reasonably possible to enable parents to exchange uniform. This will usually be at the end of an academic year.

- If parents / carers are finding the cost of uniform to be challenging then please speak to the academy office. Our family support team will be happy to support in obtaining uniform in the most cost-effective way.

10. Monitoring and compliance

Compliance with the uniform policy will be monitored within the academy. If the principal has particular concerns regarding the policy then they should refer this to the CEO as their line manager.

Non-compliance

The DfE's non-statutory guidance on school uniform (September 2013) sets out the academy's right to discipline pupils for breaching rules on appearance or uniform, provided that it is in accordance with the academy's published behaviour policy.

Related documents:

- Equal Opportunities Policy;
- Behaviour Policy;
- Complaints Policy;
- Equalities and Diversity Policy

11. Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people based on their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation. This policy has been equality impact assessed and we believe it is in line with the Equality Act 2010 and it is fair, it does not prioritise or disadvantage any pupil and it helps to promote and encourage equality in our academies.

12. Data Protection Statement

The procedures and practice created by this policy have been reviewed in the light of our Data Protection Policy.
All data will be handled in accordance with the school's Data Protection Policy.

Data Audit For This Policy

What?	Probable Content	Why?	Who?	Where?	When?
Uniform policy	**Personal information will not be shared / kept as part of this policy**	**NA**	**NA**	**NA**	**NA**

As such, our assessment is that this policy:

Has Few / No Data Compliance Requirements	Has A Moderate Level of Data Compliance Requirements	Has a High Level Of Data Compliance Requirements
✓		

Appendix 1

Uniform Requirements at Spotland Primary Academy

Uniform

Key Stage 1 & Key Stage 2 Pupils should wear:

- Grey or black trousers or a skirt/pinafore – **No jogging bottoms or leggings**
- A blue gingham dress may be worn in warmer weather
- A white or pale blue polo top or shirt
- A maroon jumper or cardigan
- Black or white socks, black or grey tights may also be worn
- black sensible shoes (without heels or open toes)

Hair accessories should be co-ordinated with the academy uniform and should not be overly excessive.

Nursery and Reception

In the **Early Years Foundation Stage** we expect all our pupils to be able to fully engage in both indoor and outdoor play based learning. We encourage children in Nursery and Reception to bring wellies and waterproofs wherever possible. They may also wear sweat pants or leggings in academy colours (grey or black) during the usual academy day.

PE Kit

All pupils wear:

- a white t-shirt
- plain Black shorts or leggings for indoor PE
- plain Black sweat pants or leggings for outdoor PE (Shorts may be worn in hot weather)
- a plain black sweatshirt/ hoodie if needed
- PE pumps for indoor PE, suitable trainers for outdoors (no football boots or blades)
- swimming costume / swimming trunks, towel and swimming cap for those pupils attending swimming lessons

All pupils must change into the appropriate PE Kit for physical activities.

Pupils are not permitted to wear:

- Jewellery (except a watch)
- Make-up including false nails
- Caps, jeans
- Haircuts with heavily shaved patterns into the head

Appendix 2

Uniform Requirements at Spotland Primary Academy (Visual version)

✓= CAN WEAR:

- ✓ Grey or black trousers or skirt
- ✓ Blue or white shirt/polo shirt
- ✓ Maroon school jumper or cardigan (with or without logo)
- ✓ Checked summer dress (blue only)
- ✓ Grey or black shorts
- ✓ Black school shoe or boots
- ✓ Plain black trainers – soles must be black





✓= MAY CHOOSE TO WEAR IN THE SUMMER:

- ✓ Checked summer dress- blue and white check only
- ✓ Grey or black shorts





X = DO NOT WEAR:

Do not wear cardigans or jumpers that are not maroon.





PE Kit

- ✓ Plain black shorts, jogging pants or leggings
- ✓ Plain white top
- ✓ Black trainers and/or pumps





X = DO NOT WEAR:

- Colourful jogging bottoms
- Colourful shirts
- Yoga tops





Bags





No child must bring a backpack from home.



