



Uniform Policy

Written: December 2023

To be reviewed: December 2024

Policy Owner: Mr Richard Jackson (Interim Head of School)

Ratified: Nicola Price (Interim Executive Headteacher) December 2024

Contents

1. Aims and context	2
2. Our school’s legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	4
5. Expectations for our school community	5
6. Monitoring arrangements	6
7. Links to other policies	6

1. Aims and context

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.

Following guidelines from the Department for Education (November 2021), we are updating and simplifying our uniform approach and policy for our parents and carers.

We believe that a uniform provides a sense of belonging for our children and that it helps foster a good learning environment and ethos for everyone in school. We do, therefore encourage our parents and carers to follow the uniform policy, however, it should not prevent a child from attending school.

We acknowledge that uniforms are often expensive and, with that in mind, are providing new guidance for all.

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 we reserve the right to ask for this to 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 to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- 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 to get in touch with signposted support 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

Peak 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
- 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 years or key-stages
- 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

Peak School accept that;

- Branded items are often more expensive and that supermarket own-labels and high-street items are often cheaper
- If parents would like to continue to purchase branded items from uniform suppliers, then they are free to do so. (Please check on our website for our current school uniform providers)
- Parents and carers should not have to think about the cost of a uniform when choosing a school
- It will consider the total cost of the uniform or any other clothing that needs to be provided. For example, P.E and swimming
- If the uniform is to change, Peak School will engage with parents/carers and the children in a timely manner
- Where possible, Peak School will attempt to ensure that that any 'pre-loved' uniform is available to parents and carers. Information on the availability of any uniform will

be made clear for both current and prospective parents. This will be made available during whole school events that parents are invited to

- The uniform will be inclusive of all faiths and will be sensitive to the needs of different cultures, races and religions. It will also act reasonably in accommodating these needs without compromising school safety and discipline
- That some of our children have specific sensory and physical needs and as such will be accommodated
- The school governors and the Headteacher will be willing to consider any reasonable requests for flexibility for an individual to accommodate their religion, belief, gender or race.

Peak School will ensure that, where possible;

- Parents will not have to purchase items that are branded, including those for P.E., and swimming.
- Parents will not have to provide specific items for non-school days such as coats bags and shoes
- There will be no specific clothing requirements for extra-curricular activities
- Avoid having different uniform requirements for different year groups and key stages

Parents and Carers will, where possible;

- Ensure that children wear our uniform at all times, including on the school premises and trips into the community, unless advised otherwise
- Ensure that all items of clothing are clearly labelled with the name of the child
- Inform the school if a child needs to borrow any of clothing listed below

4. Expectations for school uniform

We would like every pupil to attend school in uniform, including post 16 pupils. Uniform provides our pupils with a sense of belonging to the school.

All Peak pupils will be expected to wear the red uniform from academic year 2024-25.

All articles of clothing should be marked with the pupil's name.

Peak uniform;

- White polo shirt, blouse or shirt
- Red sweatshirt or cardigan
- Dark grey or black trousers/shorts
- Dark grey skirt or pinafore
- White, grey or black socks or tights
- If your child wears a Salwar Kameez, hijab, turban please ensure that this is in school colours
- Red book bag

PE & Sport;

- White/coloured t-shirt
- Black shorts or dark coloured tracksuit
- Trainers

Swimming;

- Swimming trunks/shorts or costume
- Swim nappies if needed, where possible
- Hats for all pupils with longer hair
- Large towel
- Goggles- for those children whose parents have given permission to wear them.
- Ear plugs - for those children whose parents have given permission to wear them.

Any requests to discuss adaptations, or complaints regarding our policy should be directed to the school office in the first instance.

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

Pupils are also expected to a member of the senior leadership team 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 a member of the senior leadership team 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.

5.4 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 yearly by Dave Jones/ Deputy Headteacher. At every review, it will be approved by 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