



**Meadows First
School**

Uniform Policy

Date: September 2023

Date of review: September 2024

Head Teacher: S Hewitt

Chair of Governors: A Lynch

Meadows First School

Statement of intent

Meadows First School believes that a consistent school uniform policy is important to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

The headteacher is responsible for:

Enforcing the school's uniform on a day-to-day basis.

Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.

Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

Staff members are responsible for:

Ensuring that pupils dress in accordance with this policy at all times.

Disciplining pupils who are in breach of this policy.

Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

Providing their children with the correct school uniform as detailed in this policy.

Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.

Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

Wearing the correct uniform at all times, unless the headteacher has granted an exemption.

Looking after their uniform as appropriate.

Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform.

When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

Economically disadvantaged parents.

Parents with multiple children who are, or will be in the future, pupils at the school.

Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.

Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.

LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including items with the school logo. Parents have the choice whether to buy branded uniform or non-branded uniform items. We only require the pupils to wear items in the school colour. Uniform can be purchased in Bromsgrove from S & H Schoolwear and School Days.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in the previous section.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.
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The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with our Equal Opportunities Policy.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

Uniform assistance

The school is willing to support vulnerable families in meeting the costs of uniform should this be requested. The budget for school uniform assistance comes from pupil premium funds.

To request school uniform assistance, parents should be eligible for FSM. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil. Families who meet the criteria should contact the School Office.

Parents are invited to donate their child's uniform when they no longer need it. The Parents' Association also re-cycle good quality uniform and have regular sales.

The Uniform expectations:

The uniform your child needs is grey trousers/ skirt/ pinafore dress, a white polo shirt, school sweatshirt/cardigan and black school shoes. For summer, green and white check/striped dresses and grey shorts can be worn.

PE uniform: Indoor - yellow school PE shirt, dark shorts, black pumps. Outdoors - dark jogging trousers, sweatshirt and trainers.

If your child does Forest School they will need a named pair of wellies that stay at school and a warm coat that is worn under waterproofs. We ask that parents provide their children with waterproof outer clothing (trousers and jacket - not an all-in-one please). The waterproof needs to be large enough to fit over their coat in winter.

Trainers are not considered suitable footwear, except for doing outside PE. High heels are not permitted; however, block heels of no more than 3cm can be worn.

Skirts must be knee-length. Black jeans are not permitted.

PE kit must have following criteria:

Plain T-shirt with no branding or logos from professional sports teams

Plain black fleece and tracksuit bottoms with no branding or logos from professional sports teams

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

Permitted jewellery that may be worn is:

One pair of stud earrings – no other piercings are permitted.

A smart and sensible wrist watch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

School bag

Pupils must use an appropriately sized waterproof bag to carry their books and equipment.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment. However, we will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics.

Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

Brightly-coloured, dyed hair.

Headwear with bold patterns or colours.

Excessive hair accessories.

Makeup

The school rules on makeup are as follows:

Makeup is not permitted except of dressing-up or party days.

False nails and nail extensions are not permitted.

Nail varnish may not be worn.

Temporary tattoos are not permitted.

Pupils wearing excessive makeup are required to remove it or, if appropriate, will be sent home to remove it.

Labelling

All pupils' clothing and footwear should be clearly labelled with their name.

Any lost clothing is be taken to the lost property box in the school office. Lost property will not necessarily be retained after one week.