

School Uniform Policy

Version number	V1.0
Consultation groups	Advisory Board
Approved by	Deputy CEO
Approval date	September 2022
Policy/document owner	Head Teacher
Status	Statutory
Frequency of review	Biennial
Next review date	September 2024
Applicable to	Whole school

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

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 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 request changes to swimwear for religious reasons
- 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 Helen Little, who can answer questions about the policy and respond to any requests

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 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.

To support all of our families:

- We provide each student with two polo shirts (embroidered with the school logo) and a plain school jumper each academic year.
- We allow students to wear trainers or shoes that they are comfortable in and may be worn for school and home.
- We ask that students wear plain black trousers, leggings, shorts or skirts that can be bought from any supermarket or clothes retailer, allowing parents to shop around for best value.

Where parents wish to purchase additional polo shirts or jumpers, 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 items with distinctive characteristics, by only asking that the polo shirt alone, features the school logo

- Limiting items with distinctive characteristics to low-cost items
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- 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

4. Expectations for school uniform

4.1 Our school's uniform

Millgate School has a recognised dress code as we believe it is important that students look smart whilst at school, have a sense of identity and a pride in their appearance:

Millgate polo top (short-sleeved Teal);

Plain black jogging bottom/trouser/leggings/skirt with black tights;

Plain black jumper/fleece top (no hood);

Comfortable footwear.

Students will be given two polo tops and a black jumper (jogging bottoms no longer provided). Providing we have sufficient stock in the correct size. We will issue these items either on your school visit or on your child's first day at school.

Each student is entitled to the above items once per academic year (at the start of the autumn term). Parents/Carers would have to pay for any additional uniform. The cost is £7 per top (short-sleeved Teal) and for jogging bottoms or jumpers £10 per item.

If you would like any further information about our school uniform, please contact the school office on 0116 270 4922.

PE lessons

Students are provided with a PE top to change into for PE lessons. These are washed daily within our laundry. Students should wear (or bring an additional pair) of trainers that they are happy to wear in all weather conditions and are comfortable for physical activity.

Primary and Year 7 students should bring a swimming kit (towel and swimming shorts/costume) on their swimming day.

Jewelry and Hair

Students may wear their hair in any style they wish. They may be asked, during PE or food lessons, to tie their hair up for health and safety reasons.

Jewelry can be worn at a child's risk of damage or loss. Again, they may be asked to remove/secure in some lessons due to health and safety.

4.2 Where to purchase it

- Yearly uniform distribution is organised by our office team. Parents will be notified in the summer term about collection at the main school office.
- Additional uniform can be purchased by parents/carers/students from the main office.
- Plain black jumpers and bottoms can be purchased at countless supermarkets and clothes retailers.
- Second-hand uniform distribution will be available at termly showcase events, parent/carer coffee mornings and through our family support team.

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)

Pupils are also expected to contact Helen Little 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 Helen Little 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.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the deputy head teacher 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 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 biennially by the head teacher. At every review, it will be reviewed by the advisory board and approved by the deputy trust lead.

7. Links to other policies

This policy is linked to our:

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

