Introduction

This policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for some activities outside of the school day to be facilitated by school uniform.

Barnwell Academy is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

Legislative framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour and Discipline Policy

Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.

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.

Teachers are responsible for:

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

In accordance with the School Admissions Code, the school ensures that the school's uniform policy does not discourage parents from applying for a place for their child. Barnwell Academy 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 where the school logo is used. Any affordable school uniform in the uniform colours is accepted. We will not amend uniform requirements regularly and will consult with parents and pupils when considering changes to school uniforms.

Religion and Belief

Some religions and beliefs require their members to conform to a specific dress code. Barnwell Academy does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow most religious requirements to be met.

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

Equality

Barnwell Academy is required to ensure that the Uniform Policy does not discriminate unlawfully. Every step has been taken to ensure that the cost of the uniform is not disproportionate. The school endeavours to ensure that our uniform is as gender neutral and inclusive as possible. Any pupils identifying as a member of the opposite sex are able to adapt uniform regulations in line with the school's Equality and Diversity Policy.

Complaints and challenges

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

Non-compliance

Staff may challenge a decision to not comply with school uniform, particularly where the item of clothing may be unsuitable for the purpose of school for example flip flops or heeled shoes. Staff will use their professional knowledge of individual pupils and any incident will be addressed sensitively. Parents/carers may be informed.

School Uniform

Uniform
Red sweatshirt/ jumper or cardigan White polo shirt Grey trousers or shorts Grey skirt or pinafore Appropriate dark shoes or black trainers
Labeling- PLEASE ENSURE THAT ITEMS ARE CLEARLY MARKED WITH YOUR CHILD'S NAME.
Please Note: Uniform and sew-on embroidered logos can be ordered through the School Office. Our current uniform suppliers are Tots to Teams, uniform can be ordered online at: www.totstoteams.com/schools/ Leggings or jeans of any colour are not suitable.

PE Uniform

PE
White or Red T-shirt Black shorts Black or grey tracksuit for outdoor PE Plimsolls or Trainers
Labeling- PLEASE ENSURE THAT ITEMS ARE CLEARLY MARKED WITH YOUR CHILD'S NAME **Storage: PLEASE STORE IN A DRAWSTRING GYM BAG**
Please note: PE kits should be brought into school in a named bag on the first day of each half term and remain in school. PE kit will be used as a change of clothing if your child requires it. PE kits will be sent home on the last day of each half term. Football shirts, Character/Logo T-shirts and vest tops are not suitable.

Footwear

Black shoes or plain black trainers should be worn. If pupils need to wear wellington boots or warm boots to travel to school in comfort, they must have their normal school shoes with them to change into.

Suppliers

Our current uniform suppliers are Tots to Teams, uniform can be ordered online at:
www.totstoteams.com/schools/

If the school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body
- Researching local suppliers
- Consulting with other schools and networks
- Having informal discussions with potential suppliers to help determine the school's own needs

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need

Existing contractual commitments

- Length of tender process
- The school's evaluation process

Jewellery

Pupils with pierced ears may wear one pair of stud earrings. These must be removed by the pupil for PE or not worn on the day of PE. Staff are not permitted to remove earrings.
A watch may be worn to school if the pupil is learning to or can tell the time. Staff may ask a pupil to remove a watch that causes distraction during lessons, including Smart Watches. Staff will request the watch is put in the pupil's tray or bag. It is the responsibility of the child to ensure the safe keeping of any jewellery.
Pupils are not permitted to wear any other jewellery, due to health and safety risks.

Hairstyles

Barnwell Academy reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance.
Extreme hairstyles, such as patterned or brightly coloured hair, are unacceptable. Some pupils may be exempt from the rule on racial or religious grounds, taking into consideration each individual person's scenario.
Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Hair should be tied back. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

Make-up

Barnwell Academy does not consider make-up, nail varnish or false nails appropriate and pupils are not permitted to wear any such products.

School Bag

All children receive a red Barnwell Academy school bag on entry to Reception. We encourage the children to use these bags as they are a suitable size for storage in school and are of a suitable shape to carry reading books and homework without damage.

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

Adverse weather

Everyone working at/attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible.

This includes wearing:

- Loose fitting shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.

- Tops that cover the shoulder area.

During hot weather, lightweight clothing is required to reduce the risk of overheating. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided. Pupils are encouraged to wear sunglasses with UV protection. High factor, all day protection sunscreen should be applied at home before coming to school.

During cold weather, pupils are required to wear scarfs, gloves, coats and hats when they are outside.

Labelling

All pupils' clothing and footwear needs to be clearly labelled with their name. Any lost clothing will be taken to the lost property box each cloakroom or in the school office. All lost property is retained for six weeks and is disposed of if it is not collected within this time.

Policy review

This policy is reviewed every 2 years by the Headteacher and Governing Body.