



*Inspiring All to Excellence*



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Anker Moor Primary Academy

# Uniform Policy

## Document Control

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<b>Approval</b>	LGB
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## Version Control

<b>Version</b>	<b>Date</b>	<b>Amended by</b>	<b>Comments</b>
1	Autumn 2022		New policy issued
2	Spring 2024	G Hancox	Updated: Limiting the cost of school uniform The importance of school uniform Uniform PE kit Forest School Kit Expectations for parents and carers Appendix One

## 1. Aims

This policy aims to:

- Set out the Ankermoor Primary Academy 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
- Explain the importance of school uniform
- Clarify our expectations for school uniform

## 2. Our school's legal responsibilities under the Equalities Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on protected characteristics, which include; sex, gender, race, religion or belief and gender reassignment.

[Equality Act 2010 \(legislation.gov.uk\)](http://legislation.gov.uk)

To avoid discrimination, Ankermoor Primary Academy will:

- Avoid listing uniform items based on sex, this will give all children the opportunity to wear the uniform they feel the most comfortable in, or that reflects their self-identified gender.
- Ensure that our uniform costs are the same for all children.
- Allow children to make changes to swimwear for religious reasons.
- Allow children to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality, by asking children or their parents to contact the Headteacher, who can respond to any requests.

## 3. Limiting the cost of school uniform

Ankermoor Primary Academy has a duty to ensure that the uniform we require is affordable, in line with the statutory guidance from the Department for Education on the cost of uniform. We understand that items with distinctive characteristics cannot be purchased from a wide variety of retailers and that requiring lots of these items limits parents/carers abilities to find a lower cost alternative. [Cost of school uniforms - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

We will continue to ensure that our uniform is available at a reasonable cost and provides the best value for money for our community.

We will do this by:

- Carefully considering whether items with distinctive characteristics are necessary and limiting their use.
- Avoiding lists of specific clothing which is to be worn on non-uniform days.
- Keeping the number of optional branded items to a minimum, to ensure that uniform is accessible to all.
- Avoiding different uniform requirements for different year groups or houses within the school.
- Facilitate second-hand uniform sales, where possible.
- Where there is a need, we will offer families the chance for free second-hand uniform.
- Avoiding frequent changes to the uniform policy.
- Ensuring that 'branded' items are not worn in school (clothing with specific brands).

## 4. The importance of school uniform

We understand that the children at Ankermoor are working towards our school values and we have the highest expectations of each other. The importance of uniform at Ankermoor is:

- Our uniform unites the school – it allows every child to feel like a part of the Ankermoor family and know that they have all made the same commitment that, when they put on their uniform, they are a part of the Ankermoor community.
- Uniforms reduce distractions. They remove the discussions around fashion and accessories and allow children to focus on their learning.
- Uniforms look professional, they give our children the pride to have the highest expectations of themselves.
- School uniform can act as a social leveler – the social background of our children is not noticeable – they are all part of the Ankermoor family and show this with their uniform.
- P.E. kit is viewed as a uniform and when children are wearing it they are representing the school.

## 5. Uniform

School uniform can be purchased from a range of shops including supermarkets. There is an option for children to purchase uniform with our logo (see appendix), but this is not an expectation. If you have any difficulties finding the correct school uniform, please contact the school office and a member of staff will give you advice on where to purchase it locally.

School uniform on non-PE days consists of:

- White or pale blue shirt or polo top (long or short sleeved)
- Navy-blue cardigan
- Navy-blue round neck knitwear jumper
- Navy-blue round neck jumper with school logo
- Black or Grey school trousers (smart style – not ‘skinny’, ‘leggings’ or ‘baggy’ styles)
- Black or Grey school shorts (smart style)
- Black, Grey or Navy school pinafore dress
- Summer blue and white school dress
- Black or Grey School skirt (knee length and not tight)
- White, grey or black socks
- White, grey or black tights
- Smart, black school shoes (no heels or trainers) – Parents will be contacted to bring school shoes into school if children are wearing trainers (unless P.E. or Forest School).
- A warm, waterproof coat
- Gloves/hat (optional)

## 6. PE kit

Children will wear their PE kit to school on the days they have PE lessons. It is important that this uniform is given as much respect as their other school uniform.

PE consists of:

- Navy blue, black or white plain t-shirt (school logo t-shirts are available, but this is not an expectation).

- A plain black or navy-blue sweatshirt (school logo sweatshirts are available, but this is not an expectation).
- Plain black or navy-blue jogging bottoms – to be worn in winter by all children
- Plain black or navy-blue shorts – for summer wear
- Plain white or black socks
- Plain black, white grey trainers (no bright colours).
- Hair tied back
- No jewellery, (unless there are religious reasons).
- Plain PE bag

Swimming Kit is only needed in Key Stage 2 – parents will be sent a letter to remind them of the expectations for swimming kit.

Swimming kit consists of:

- Swim cap – for all children
- A full swimsuit
- Swim shorts – not the baggy style
- A towel
- A swim bag to carry kit to and from the pool (you may want to provide your child with a plastic bag to put their wet clothes in as well)
- Hair tied back
- No jewellery, (unless there are religious reasons).

## 7. Forest School Kit

We believe that our children should have full access to the outside areas in school. It is a belief in within Forest School that there is no such thing as bad weather, just inappropriate clothing.

For this reason, children will need the following items for Forest School:

- PE Kit (or similar kit – unbranded)
- Wellies (these can be left at school to be used at break and lunchtime or taken home each week)
- Waterproof coat
- Waterproof over trousers (optional)
- Hat/gloves (optional)
- Hair tied up
- No jewellery, (unless there are religious reasons).
- Indoor trainers/shoes.

## 8. Hair

We will allow all children to style their hair in a way which is smart for school but makes them feel comfortable.

We will do this by:

- Pupils with long hair are advised to have their hair tied back to prevent it getting pulled.
- Ensuring that all children tie their hair back for PE, Forest School, DT and Science or to play

on the exercise equipment at break or lunchtime. There may be other times when a member of staff asks your child to tie their hair back for safety reasons. These are for Health and Safety reasons.

- Hairstyles should be plain and hair should be neat and tidy (no tram lines/dyed hair).
- Children may wear plain blue or black hair bands.
- Simple blue or black headbands, bobbles and hairclips can be worn.
- Large hair accessories, (such as large/brightly coloured, oversize bows, headbands with ears or tall parts attached or similar large hair accessories should NOT be worn as these can restrict the view of other children in the class. Staff will ask children to remove these if they are worn in school.

## 9. Jewellery

On Health and Safety grounds we **do not** allow children to wear jewellery in school.

The exceptions to this rule are:

- Children may wear one pair of plain stud earrings at school but these must be removed for PE and Forest School. Members of staff cannot remove earrings or replace them. There may be other times when children are asked to remove stud earrings for safety reasons. *(It is therefore advised that children do not wear earrings on PE/Forest School days).*
- Medical identification bracelets may be worn by children, who need them.
- Small objects of religious significance may be worn – these need to be preapproved by the Headteacher before they are worn to school.
- Children may wear a watch to school – smart watches and fitness watches are not allowed in school (these will be taken to the office and returned to parents/carers at the end of the day)
- Make up and nail varnish should not be worn at school.

## 10. Expectations of children

Pupils are expected to speak to the Headteacher if they wish to request an amendment to the school uniform policy, in relation to their protected characteristics.

Pupils are expected to always wear the correct uniform (unless it is a non-uniform day) whilst:

- On school premises
- Travelling to and from school
- On school trips (unless otherwise informed by Headteacher)
- Representing the school at events (unless otherwise stated by Headteacher)

## 11. Expectations for parents and carers

Parents and carers are expected to ensure that their child is in school in the correct uniform. They will contact the headteacher if they need to request an amendment to the school uniform policy, in relation to their child's protected characteristics and will discuss any concerns about the cost of uniform.

Parents and carers will ensure that every item is:

- In line with school policy
- Clearly labelled with their child's full name

- Clean
- In good condition

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.

## 12. Expectations of staff

Staff will monitor pupils to ensure that they are in the correct uniform.

Staff will be the first point of contact with parents to discuss concerns regarding uniform.

Parents will be informed to bring in spare uniform, if children become wet or dirty and a change is needed.

Staff will give families the opportunity to comply with the uniform policy before following up with the Headteacher, if the situation does not improve. In cases where financial hardship has resulted in a breach of the uniform policy, staff will be mindful and considerate in their approach to dealing with the issue.

Ongoing breaches of school uniform will be dealt with by the Headteacher.

## 13. Expectations of governors

The Local Governing Body will review this policy to ensure that it:

- Is appropriate for Ankermoor Primary Academy's context
- Is implemented fairly across the school
- Considers the views of parents/carers and children
- Offers a uniform which is appropriate, practical and safe
- 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.

## 14. Monitoring Arrangements

This policy will be reviewed annually, by the Headteacher. At each review it will be approved by the Local Governing Body.

## 15. Inclusivity

The Fierté Trust are proud that all our academies are inclusive, meeting the needs of all pupils within the localities they serve.

Our values of *We are brave*, *We care*, *We celebrate individuality* and *We leave no one behind* are realised through our commitment to all children whatever their additional requirements.

We recognise that this can create frustrations for parents and carers at times where adjustments are made for individuals that may seem unfair. Such adaptations are entirely in line with our duties under the Equality Act and enhance the experience of all children preparing them to be empathetic and responsible citizens of the future.

Whilst completely committed to inclusive practices, where we are unable to provide a suitable environment or where the physical safety of pupils or staff is repeatedly compromised, we seek to work with parents and agencies to find suitable alternatives. This is extremely rare and would very much be a last resort. We would like to thank staff, children, parents and carers across the Trust for sharing our values and ensuring that all are welcomed and feel a genuine sense of belonging.

## **Appendix One**

WB Schoolwear

<https://www.wbglobaltrading.co.uk/store/search?keywords=ankermoor>

20 Bells End Road, Walton on Trent, Derbyshire, DE12 8ND

[sales@wbglobaltrading.co.uk](mailto:sales@wbglobaltrading.co.uk)

01283711538

SK School Uniforms

<https://skschooluniforms.co.uk/brand/ankermoor-primary-academy/>

46 Chartwell, Riverside, Tamworth, B79 7UG

[Skschooluniforms@outlook.com](mailto:Skschooluniforms@outlook.com)

07540525003