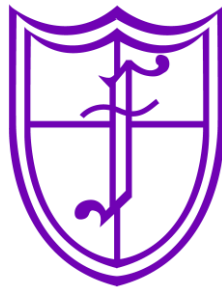




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## Uniform Policy



**Date Written/Reviewed:** February 2023

**Next Review Date:** February 2025

**Person Responsible:** Scott Roche

**Signature of Principal:** *C. McClay*

**Date:** February 2023

*Checked by Link Trustees*

## **Introduction**

Throughout this guidance, 'parents' should be taken to include all those with parental responsibility, including guardians and carers.

Our policy on school uniform

It is for the school to decide:

- rules around appearance
- whether there should be a school uniform policy and if so, what that should be
- how the uniform should be sourced

These duties are placed upon all Trustee Boards by statute to ensure that school policies promote good behaviour and discipline amongst the pupil body.

We strongly encourage the wearing of uniform as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

## **Requirements for Trustees**

Friars Primary School and Nursery will ensure that in developing and implementing their uniform policy, they comply with the Human Rights Act 1998 and Equality Act 2010 and take into account key considerations such as safeguarding requirements and the health and safety of pupils.

We have considered how comfortable the uniform is for our pupils and will take a sensible approach to allow for exceptions to be made during extreme weather.

We will ensure that our uniform is suitable and safe for pupils who walk or cycle to school, for instance, by allowing pupils to wear a coat which they could be visible in when it is dark. We have chosen a PE kit which is practical, comfortable, appropriate to the activity.

## **Other factors to consider**

Outside of our responsibilities to comply with all relevant legislation, we have considered other relevant factors. For instance, manufacturing items of clothing can have a significant impact on the environment and in response we will be able to offer pre-loved items to support this.

We have considered the environmental impact of our uniform and have considered how any branded items are sourced. We have also considered the negative social impact of allowing children to wear items with expensive branded logos and the impact of that influence on young people.

## **Reviewing the policy**

We will review our policy at appropriate intervals to ensure that it is still fit for purpose. Reviewing the policy does not necessarily result in changes being made.

## **Cost considerations**

Buying a school uniform can be expensive and can place an unreasonable burden on families. Our uniform options have been considered so as not to be so expensive as to leave pupils or their families feeling unable to apply to, or attend, a school of their choice, due to the cost of the uniform, and in certain circumstances the school can provide

assistance. We offer pre-loved sales of uniform throughout the year and can help to provide assistance with uniform if needed.

### **Human rights, equality and discrimination considerations**

When making decisions about our uniform policy, we have regard to our obligations under the Human Rights Act 1998 and the Equality Act 2010. We have considered the impact of our policy on pupils who share a protected characteristic.

The relevant protected characteristics we have considered when developing and implementing our uniform policy include:

Gender, religion or belief, race (including colour, nationality, ethnic or national origin), disability, gender reassignment.

We aim for our uniform policy to be as inclusive as possible, and have been considerate in the implementation of our uniform policy so that all pupils are able to wear the uniform.

### **Religion or beliefs**

Some religions and beliefs require their members to conform to a particular dress code or to otherwise outwardly manifest their belief. We ensure we are sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. It should be possible for most religious requirements to be met within our school uniform policy and we will act reasonably through consultation and dialogue in accommodating these.

### **Discrimination**

In developing and implementing our school uniform policy, we have considered our obligations not to discriminate unlawfully. For example, whilst we can designate different uniform requirements for boys and girls, each gender may choose to wear items from across the uniform requirements.

Even when this policy has been agreed, we will be willing to allow for some individual variations to the uniform policy, where necessary to avoid indirect discrimination. For instance, reasonable adjustments must be made, as appropriate, for pupils with a disability.

### **Complaints and challenges to the school uniform policy**

Disputes about school uniforms should be resolved locally and should be pursued in accordance with the school's complaints policy. Parents should lodge their complaints and objections with the Principal. A school uniform should be inclusive, where the subject of a complaint is due to a pupil's protected characteristic, we will carefully consider requests to vary our uniform policy.

### **Pupil non-compliance**

It is one of our school expectations that our pupils wear our school uniform. Should a pupil not comply, this will be carried out in accordance with the school's published behaviour policy and parents will be spoken to. We will deal with pupil non-compliance in a proportionate and fair way.

## **School Uniform**

We encourage a good standard of dress at all times and want children to represent the school positively. We ask all pupils to wear our school uniform as we feel this promotes a sense of belonging and identity and helps develop pride in the school.

## **Summer Uniform**

- Black or grey trousers or shorts
- Summer dress, pinafore or black or grey school skirt
- White or purple short-sleeved polo shirt
- Purple cardigan, jumper or fleece
- Black, grey or white socks or black or grey tights
- Plain black trainers to shoes - no logos

## **PE Kits**

- Plain black PE shorts
- Purple or white round-necked t-shirt with logo
- Plain black plimsolls or trainers (no coloured logos or trim)
- Plain black PE leggings, sports joggers, tracksuit top or hoodie can be worn during the colder months

## **Swimming**

- Black swimwear (no bikinis or board shorts) - e.g. black swimsuit, swimming trunks or unisex one-piece swimsuit
- Swimming hat

## **Outdoor Learning**

- For a week every term, children will have outdoor learning. Normal uniform should be worn on the top half, while older trousers, jeans, leggings or jogging bottoms can be worn on the lower half.

## **Uniform Supply**

Our full uniform is available from Pauls School & Work Wear on Southchurch Road and Crawlers Uniform Shop, 361 Hamstel Road.

## **Pre-loved Uniform**

Our school office holds our stock of pre-loved school uniform which has been washed and prepared for wear. Occasionally there will be a sale for example, school fete etc. but parents that are struggling to supply uniform for their child, should speak to the school office as we may be able to help.

Please ensure that all clothes and belongings are clearly labelled with your child's full name to aid the return of lost property. Please remember to do this each time you replace an item of clothing.