



# Norbreck Primary Academy

## School Uniform Policy

Date written	April 2025
Date of review	April 2027
SLT lead	Deputy Headteacher

## **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. Patterns shaved into hair are not permitted.
- 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 The Deputy Headteacher, who can answer questions about the policy and pass on any requests to Senior Leaders

### **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 must 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.

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 any items with distinctive characteristics where possible. Though some of our clothing items have a logo, similar items can be chosen which are logo free e.g. PE hoodies and summer polo shirts.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Considering cheaper alternatives to school-branded 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 leveller.
- Avoiding different uniform requirements for different year/class.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels.
- 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.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items (Preloved Uniform Sale)

## 4. Expectations for school uniform

### 4.1 Our school's uniform

#### Norbreck Primary Academy Uniform Policy

##### **WINTER (Compulsory)**

Gold Shirt or White Shirt

Norbreck tie

Bottle green cardigan or bottle green V-neck jumper

Bottle green skirt, bottle green pinafore, grey tailored trousers (not bootleg) or grey tailored shorts

Socks: grey, bottle green or white

Tights: bottle green or black

Plain, black, low-heeled shoes

Wellington Boots (all Reception children)

##### **P.E. KIT (Compulsory)**

Pump bag

Black pumps for indoor sports

White t-shirt with or without the Norbreck logo

Bottle green shadow stripe shorts or bottle green stretchy shorts

##### **OUTDOOR P.E. KIT (Optional)**

*(Not required for Reception children)*

Bottle green hooded sweatshirt and matching jog pants with or without Norbreck logo

Trainers (plain, no flashing lights etc)

##### **SUMMER**

**(Optional from after Easter until end of October)**

Grey tailored shorts or yellow and white checked dress

Please note: No playsuits, polo shirt dresses, bib shorts and or gingham shorts

Yellow or white polo shirt with or without the Norbreck logo

Please note that schoolbook bags are available from the PTFA and can be purchased using the on-line payment website ParentPay

**Please ensure that ALL items of clothing are clearly named**



## 4.2 Jewellery

Children may wear simple plain stud earrings in school **BUT** no other forms of jewellery. This means items such as bracelets, charity wristbands and necklaces cannot be worn, unless for medical or religious reasons, and then only after discussion with the Headteacher.

Analogue (not digital) wristwatches may also be worn but school cannot take responsibility for watches that are lost. Mobile phones or wearable devices that can be used to communicate with other devices, take pictures, record or have live tracking are not to be brought into school by children in Foundation Stage and children in Years 1-5. It is a requirement that all our younger pupils are collected from school by a responsible adult. The need for a child of these ages to make telephone contact will therefore, not arise.

Please refer to our Mobile Phones and Trackable Devices Policy, and Jewellery Policy.

Where children do wear plain, stud earrings or a watch, these must be removed for health and safety reasons for:

- PE lessons
- Dance lessons
- Games and sport lessons
- Swimming lessons
- Extra-curricular activities involving the above type of activities
- Sports Day
- During Creative/ Themed Weeks
- For out of school activities
- During any other activity as notified by the teacher

For health and safety reasons it is not acceptable for earrings to be left in and covered with plasters. Children who do not have their earrings removed are not able to participate in the above lessons and activities.

Staff in school are not able to remove children's earrings and therefore parents and carers are asked to make sure that their child's earrings are taken out at home on PE, games, sport and swimming days and on any days that their child is taking part in an extra-curricular club which is for PE or sport.

School advises parents and carers that their child should not take out their own earrings themselves whilst they are in school; if they do so then they are responsible for these items themselves as staff are not able to look after earrings and the school will not be responsible for lost earrings.

### **4.3 Shoes, Coats and Bags**

All children are expected to wear sensible, low heeled black shoes suitable for school.

Coats should be unfussy and designed to keep the wearer warm during outside play especially during the winter months.

Bags should be kept to a small size to accommodate PE kit, reading book and packed lunch

Reading book bags are also available for purchase from school.

### **4.4 Where to purchase it**

- The staff and children are proud of the school's traditional, smart school uniform. Most of our uniform can be purchased at reasonable cost from local large supermarkets. Gold shirts can be purchased online e.g. [www.schoolwear-blackpool.com](http://www.schoolwear-blackpool.com) or visit Bispham Clothing, All Hallows Road, Bispham.
- Second-hand uniform is available through school. Please contact The Deputy Headteacher Mrs. M. Hamer for further details.
- Pre-loved uniform sales are conducted each half term with items as little as 50p. See our website for more information - Norbreck Primary Academy - Pre-Loved Uniform Sale.

## **5. Expectations for our school community**

### **5.1 Pupils**

Pupils are expected to always wear the correct uniform (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 permitted to contact The Headteacher 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 The Headteacher 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 Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by contact with parents.

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 Trustees**

The Board of Trustees will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers 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 every two years by the Senior Leadership Team. At every review, it will be approved by the full Board of Trustees.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Mobile Phones and Wearable Devices Policy
- Jewellery in school Policy