



The Nar Valley Federation of Church Academies

School Uniform Policy

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| Policy Type: | Academy Policy |
| Approved By: | Local Governing Body |
| Date Approved by LGB: | |
| Review Date: | |
| Person Responsible: | Head Teacher |

Summary of Changes

The policy has been amended as follows.

| Page Ref. | Section | Amendment | Date of Change |
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General Policy Roles and Accountabilities

The Diocese of Norwich Education and Academies Trust (DNEAT) is accountable for all policies across its Academies. All policies, whether relating to an individual Academy or the whole Trust, will be written and implemented in line with our ethos and values as articulated in our prospectus. We are committed to the provision of high-quality education in the context of the Christian values of service, thankfulness and humility where individuals are valued, aspirations are high, hope is nurtured, and talents released.

A Scheme of Delegation for each Academy sets out the responsibilities of the Local Governing Body and Head Teacher. The Head Teacher of each Academy is responsible for the implementation of all policies of the Academy Trust.

All employees of the Academy Trust are subject to the Trust's policies.

Through our Christian Values we are an inclusive federation which strives to we enable all staff and children to: -

'Let your light shine'

Matthew 5:16

We aim to become a community which nurtures individuals to develop a sense of belonging, purpose and self-belief in order for all to flourish and shine.

Our values of respect, responsibility, kindness, courage, hope and forgiveness are clearly illustrated in the parable of the Good Samaritan (Luke 10:25-37). This powerful message provides a basis to enable our children to flourish and shine as unique individuals.

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Anne Neary, Executive Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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. Therefore we monitor the cost of the uniform at our supplier and would change supplier if necessary to ensure uniform remained at a reasonable cost and provides the best value for money for parents/carers.

We carefully consider whether any items with distinctive characteristics are necessary and we limit these items. We do not have requirements for coats or bags and our requirement for shoes is simply that they are black, safe and low-heeled, meaning that they can be worn outside school.

Whilst we have a special Y6 polo shirt and fleece, the polo shirt is optional and the fleece is organized and purchased by school with an optional parental donation. Our school hoodie is for PE as well as for trips and extra-curricular activities.

Second-hand uniform is available at each academy via the school office and/or at PTFA/Friends' events.

Any change to uniform is done after consultation with Parents/Carers and Pupils and is phased in with the existing uniform continuing until families purchase new items.

4. EXPECTATIONS FOR SCHOOL UNIFORM

4.1 Our school's uniform

Castle Acre C of E Primary Academy:

Uniform is an important part of our school and Federation life, as it demonstrates that we are all a team together and it enables all children to have equity of clothing. No family should have to worry about the cost of uniform and no child should be disadvantaged. Birds of Dereham provide our items of uniform which have a logo and we also stock 'Nearly new' uniform in school, available at a cost of £1 an item, or you can bring an item to swap. Summer dresses, polo shirts, trousers, shorts, PE t-shirts, PE shorts and tracksuits can all be bought anywhere, as can shoes and socks.

Children should wear the following school uniform:

- Purple sweatshirt or cardigan
- White school or polo shirt - a logo polo shirt is available but a plain one is acceptable
- Grey trousers or shorts
- Grey skirt or pinafore dress
- Plain white, grey or purple tights or socks
- Black smart/comfortable school shoes - please note that these should have a flat heel and some kind of bar, strap or buckle fastening; no slip-ons.
- Purple hoody for PE and trips

Summer uniform item:

Purple checked Summer dress

PE Kit

- Purple hoody (optional)
- Plain white round-neck T-shirt
- Black shorts
- Plain navy tracksuit – no writing
- Outdoor trainers
- Suitable sport socks or grey or white school socks
- Drawstring PE bag
- There are no requirements for swimming kit other than that a costume is a one-piece

Y6 have their own Federation polo shirt, which is Navy and with our Federation logo shirt. They also have a Federation Y6 fleece which is sourced by school in the summer term before the children join Y6 and purchased by school also incorporating a donation from families.

All items must be named.

The wearing of small stud earrings is permitted, but these must be removed for P.E. lessons unless a disclaimer is completed by the child's parent/carer. Religious items that cannot be removed, watches and SOS talismans for recognised medical conditions may also be worn; other jewellery should not be worn.

Financial assistance can be made available to help purchase uniform, so please contact the office. Second hand uniform is available via the school office or from The Friends' Nearly new uniform stock.

Named wellies or another pair of outdoor shoes, separate to PE trainers, are needed for playtimes in the Autumn and Winter so that children can go on the field, which does get muddy.

Narborough C of E Primary Academy:

Uniform is an important part of our school and Federation life, as it demonstrates that we are all a team together and it enables all children to have equity of clothing. No family should have to worry about the cost of uniform and no child should be disadvantaged. Birds of Dereham provide our items of uniform which have a logo and we also stock 'Nearly new' uniform in school, available at a cost of £1 an item, or you can bring an item to swap. Summer dresses, polo shirts, trousers, shorts, PE t-shirts, PE shorts and tracksuits can all be bought anywhere, as can shoes and socks.

Children should wear the following school uniform:

- Blue sweatshirt or cardigan with school logo
- White school or polo shirt - with school logo available but plain is acceptable
- Grey trousers or shorts
- Grey skirt or pinafore dress
- Plain white, grey or blue tights or socks
- Black smart/comfortable school shoes - please note that these should have a flat heel and some kind of bar, strap or buckle fastening; no slip-ons.
- Blue hoody for PE and trips with school logo

Summer uniform item:

Blue checked Summer dress

PE Kit:

- Blue hoody with school logo
- Plain white round-neck T-shirt
- Black shorts
- Plain navy tracksuit
- Outdoor trainers
- Suitable sport socks or grey or white school socks
- Drawstring PE bag

All items must be named.

Y6 have their own Federation polo shirt, which is Navy and with our Federation logo shirt. They also have a Federation Y6 fleece which is sourced by school in the summer term before the children join Y6.

The wearing of small stud earrings is permitted, but these must be removed for P.E. lessons unless a disclaimer is completed by the child's parent/carer. Religious items that cannot be removed, watches and SOS talismans for recognised medical conditions may also be worn; other jewellery should not be worn.

Financial assistance can be made available to help purchase uniform, so please contact the office. Second hand uniform is available via the school office or from The Friends' Nearly new uniform stock.

Named wellies or another pair of outdoor shoes, separate to PE trainers, are needed for Forest school activities and so that children can go on the field, which does get muddy.

Sporle C of E Primary Academy:

Uniform is an important part of our school and Federation life, as it demonstrates that we are all a team together and it enables all children to have equity of clothing. No family should have to worry about the cost of uniform and no child should be disadvantaged. Birds of Dereham provide our items of uniform which have a logo and we also stock 'Nearly new' uniform in school, available at a cost of £1 an item, or you can bring an item to swap. Summer dresses, polo shirts, trousers, shorts, PE t-shirts, PE shorts and tracksuits can all be bought anywhere, as can shoes and socks.

Children should wear the following school uniform:

- Blue sweatshirt or cardigan with school logo
- White school or polo shirt - with school logo available but plain is acceptable
- Grey trousers or shorts
- Grey skirt or pinafore dress
- Plain white, grey or blue tights or socks
- Black smart/comfortable school shoes - please note that these should have a flat heel and some kind of bar, strap or buckle fastening; no slip-ons.
- Blue hoody for PE and trips with school logo

Summer uniform item:

Blue checked Summer dress

PE Kit:

- Blue hoody with school logo
- Plain white round-neck T-shirt
- Black shorts
- Plain navy tracksuit
- Outdoor trainers
- Suitable sport socks or grey or white school socks
- Drawstring PE bag

All items must be named.

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Named wellies or another pair of outdoor shoes, separate to PE trainers, are needed for Forest school activities and so that children can go on the field, which does get muddy.

4.2 Where to purchase it

Castle Acre: All our uniform is available to purchase directly or via the internet from **Birds** of Dereham. They have a full website and a map with directions and here is the link to Castle Acre uniform on their website:

<https://www.birdsofdereham.com/shop/category/castle-acre-c-of-e-primary-academy-677/>

Narborough: All our uniform is available to purchase directly or via the internet from **Birds** of Dereham. They have a full website and a map with directions and here is the link to Narborough uniform on their website:

<https://www.birdsofdereham.com/shop/category/narborough-cof-e-primary-academy-676/>

Sporle: All our uniform is available to purchase directly or via the internet from **Birds** of Dereham. They have a full website and a map with directions and here is the link to Sporle uniform on their website:

<https://www.birdsofdereham.com/shop/category/schools-sporle-ce-vc-primary-academy-96/>

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 and/or their Parents/Carers are also expected to contact Anne Neary, Executive 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 Anne Neary, Executive 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 a meeting with the Head of School, the Executive Headteacher and the Parents/Carers. 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 annually by the Executive Headteacher. At every review, it will be approved by the LGB.

7. LINKS TO OTHER POLICIES

This policy is linked to our:

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