



School Uniform Policy

Review Date:	Autumn 2023
Next Review Date:	Autumn 2024
Person in charge:	Headteacher Mrs. S. A. Armstrong
Governance:	Chair of Governors Mr. G. Petrie

Mission and Vision

At Benedict Biscop C.E. Academy, part of Northern Lights Learning Trust, we aim to **serve our community** by providing an **education of the highest quality** within the context of **Christian belief and practice**. We encourage an understanding of the meaning and significance of **faith** and promote **Christian values** through the **experience** we offer to all our pupils.

Our vision is '**all things are possible**', which comes from Matthew 19 V26, 'With God, all things are possible'.

We believe that **each and every learner** is completely unique and special to God and it is our role as a school, to enable them to **flourish** in their potential as a uniquely created and wonderfully made child of God.

High quality relationships between all members of school, staff and pupils, and the relationship with parents and carers is hugely important in enabling our children to flourish and achieve. Jesus was clear in his instructions to the disciples on this matter: 'Love your neighbour as yourself' – Matthew 22 V39.

Our pastoral work at school will strive to create and maintain such relationships in ways which reflect the Gospel. Those who are school staff and in particular those in leadership roles, which include all who have a particular responsibility, ensure that by their personal example they set the highest standards expected.

It is from this premise that Christian love will pervade all aspects of life at Benedict Biscop C.E. Academy. It will influence how we reward and teach discipline. It will affect how we value work and the achievements of pupils and staff. It will be seen in the way in which the school environment is created and cared for, in the way in which the needs of pupils, parents, and community are met, and in the way in which teaching and non-teaching staff work together effectively as a team. Pastoral care pervades all aspects of school life and therefore will be reflected in the way the school is organised and the way policies are written and implemented.

As part of Benedict Biscop C.E. Academy and Northern Lights Learning Trust, leaders, governors and staff are supported to fulfil their mission, in the way in where staff work together effectively as a team.

By working together in this way, we will create a unique, purposeful learning environment that enables **all children** to flourish and achieve. We will support and teach children to overcome challenges they face, and to believe they can make a positive contribution to the local and global community, no matter what.

The members of Local Governing Body of Benedict Biscop C.E. Academy, in consultation with pupils, parents and the wider community has determined that the wearing of school uniform is vital for pupil development and the conduct of the school, promoting our high expectations for all.

Our Uniform policy is part of the school's pastoral system and safeguarding arrangements.

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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 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 Mrs. Armstrong Headteacher, via BBinfo@nllt.co.uk , 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.

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:

- Providing parents and carers with the option of choosing unbranded items
- Keeping the number of optional branded items to a minimum, for example, branded cardigan or jumper
- Considering cheaper alternatives, as long as this doesn't compromise quality and durability
- Avoiding different uniform requirements for different years and classes
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items through our 'Pre-loved' facility [allocated in the school main entrance foyer]
- 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

4. Expectations for school uniform

4.1 Our school's uniform

Our school uniform is **royal blue** and **grey**

In consultation with families, we have opted for the following main school uniform:

- Dark grey skirt/tunic with dark grey tights or socks (grey or white)
- Dark grey or black tailored trousers (not leggings)
- Royal Blue sweatshirt or sweat cardigan (with or without embroidered school badge)
- White school polo shirt
- In summer, a blue gingham dress may be worn with white socks
- Warm coats with reflector strips are available
- Plain, dark, (preferably black) sensible, flat heeled shoes for school

In addition

- Shaved hair including patterns are not acceptable in school. Natural hair colour only is acceptable. Hair should be tied back in certain lessons (i.e. P.E., cookery, art etc.) and any other situations where a risk assessment deems it to be placing individuals at risk.
- Children should not wear any jewellery as it poses a risk of injury, particularly through OPAL play or within P.E. lessons.

- The wearing of make-up, including nail varnish is also not discouraged.
- As per our Acceptable and Responsible Use of the Internet policy, we do not allow smart watches with camera or recording functions to be worn. Pupils may wear other smart watches such as FitBits.

PE and OPAL kit:

Year group	P.E. Kit	OPAL/Outdoor play
EYFS [Reception and Nursery]	P.E. Kit is not required for children in Nursery and Reception as children will have the opportunity to access continuous provision [both indoor and outdoor] on a daily basis.	OPAL Kit is not required for children in Nursery and Reception. Children will be provided with wet suits when accessing the
Key Stage 1 and Key Stage 2 [Years 1 to 6]	In Years 1 to 6, children can attend school in their P.E. kit on their specified P.E. day. Our P.E. kit consists of: <ul style="list-style-type: none"> • Plain navy jogging bottoms • Navy shorts (in warmer weather) • Plain royal blue t-shirt • School jumper/ cardigan or plain blue hoodie. • Trainers for outdoor P.E. and plimsoles for indoor P.E. 	As we encourage our pupils to be active during play times and lunch breaks, we ask that pupils are provided with an OPAL kit. This should be: <ul style="list-style-type: none"> • old clothing which parents/carers don't mind their child getting dirty or damaged. <p>Note that children will wear this on top of their uniform for playtime and lunchtime, therefore we recommend that it be long sleeved and full leg length.</p> <p>Children should bring their OPAL kit with in them in to school each Monday in a drawstring bag and they will bring it home every Friday.</p>

4.2 Where to purchase it

Uniform with the school logo is available to buy from 'The School Outfit' (also known as Little Gems) and can be bought online ('The School Outfit' website link provided on the school website), or in store which is located in Sunderland City Centre. Uniform can also be ordered online from 'Emblematic' ('Emblematic' website link provided on the school website).

In the past many families have donated clothing to the school, which is of an excellent condition, however no longer fits their child. As we recognise that children grow quickly and may damage clothing, we have therefore introduced a 'pre-loved' uniform facility in our main office entrance area. Parents/carers are able to access uniform throughout the year. In addition, we ask that if any families have any pre-loved uniform in good condition that they can no longer find of use, that it kindly be donated to our Pre-loved facility for other families to access. Donations can be made via the school office.

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)

Parents and carers are also expected to contact the Headteacher Mrs. Armstrong 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

If any parent or carer is requiring support with uniform, then please contact the school office to see how we can support you further. Please note that we have our Pre-loved facility available in the office main entrance for families to access throughout the year.

Parents are also expected to contact the Headteacher Mrs. Armstrong 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. Where pupils are not in the correct uniform, we will contact parents/carers to discuss how we might find a resolution as soon as possible.

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.

Staff will remind pupils regularly to take appropriate care of their uniform and belongings whilst in school. If any uniform is found without name label, staff will place it in our key stage lost property boxes.

5.4 Governors

The Local Governing Body 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 Local Governing Body 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 Mrs. Armstrong the Headteacher. At every review, it will be approved by the Local Governing Body.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality policy
- Equality objectives statement
- Anti-bullying policy
- Health and Safety policy
- Complaints procedure