



School Uniform Policy

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Contents

Aims.....	1
Our school’s legal duties under the Equality Act 2010.....	1
Aims for NBPS Uniform	1
Limiting the cost of school uniform.....	2
Expectations for school uniform	3
Our school’s uniform.....	3
Logo/ NBPS branded items required:.....	3
Generic Items:	3
NBPS PE Uniform.....	3
Optional Logo/ NBPS branded items required:	3
Generic Items:	3
Shoes, Bags, Coats.....	3
Hairstyles.....	4
Religious items	4
Where to purchase it.....	4
Expectations for our school community.....	5
Pupils.....	5
Parents and Carers	5
The cost of the uniform.....	5
Staff	5
Monitoring arrangements – Local Governing Board	6
Links to other policies.....	6

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.

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
- 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 Headteacher, who can answer questions about the policy and respond to any requests.

Aims for NBPS Uniform

- Practicality
- Social leveller
- Consistency
- Pride in School Community
- Safeguarding

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 too many of 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
- Limited in options, colours for simplicity and consistency.

We will do this by:

- Limiting the number of logo items with distinctive characteristics where possible for example, by only asking for an NBPS logo branded sweatshirt or cardigan and an NBPS logo branded half zip PE top
- Carefully considering whether any items with distinctive characteristics are necessary
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags
- 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 groups
- Avoiding different uniform requirements for out of school activities
- Making sure that arrangements are in place for parents to acquire pre-loved uniform items
- 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
- To provide an option for parents to apply for financial subsidy for school uniform.

Expectations for school uniform

Our school's uniform

Logo/ NBPS branded items required:

Optional Logo/ NBPS branded specific items: Red NBPS jumper/cardigan (Lollipops supplier only)

Generic Items:

- White polo shirt (no shirts or t-shirts)
- Grey school skirt or pinafore (not black)
- Grey or black school trousers or shorts
- Optional red check dress (summer term only)
- Black/Grey/Light tights
- Grey, white or black socks
- Black shoes

NBPS PE Uniform

Optional Logo/ NBPS branded items required:

- Red NBPS logo half zip PE top – (Lollipops supplier only)

Generic Items:

- Plain, non-branded black tracksuit bottoms or shorts (warm weather only)
- Plain, non-branded white round neck t-shirt
- Black or white trainers only
- No jewellery
- Long hair to be tied back

Shoes, Bags, Coats

- Plain black school shoes – no heels, trainers or sandals
- Pupils will be provided with an NBPS logo book bag in Reception – also available to buy from Lollipops
- Pupils may bring/wear their own bags and coats suitable for school and outdoor weather.

Hairstyles

- Extreme hairstyles are not part of school uniform. These include, but are not limited to:
- Patterns cut into the hair
- Hair dyed or coloured either wholly or partly in a non-natural hair colour.

Religious items e.g.

- Black Hijab
- Red Hijab
- Turban
- Kippah.

Where to purchase it

- Logo items can be purchased from Lollipops
- Pre-loved uniform is available to all parents to promote sustainability and affordability.

Expectations for our school community

Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises.

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 also expected to contact the Headteacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics. These will be considered on a case by case basis.

Parents and Carers

Parents and carers are expected to make sure their child has the correct uniform and PE uniform, 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 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.

Staff

Staff will closely monitor pupils to ensure they are wearing the correct uniform.

Parents of pupils not wearing the correct school or PE uniform will receive two reminders (either reminder slip or telephone call) from school requesting that the uniform policy be adhered to.

If on the third occasion, the correct uniform is not worn, school reserve the right to provide uniform for the pupil and confiscate the non- uniform items. All confiscated non-uniform items are to be collected from the school office.

Staff will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Headteacher if the situation does not improve. Ongoing breaches of our uniform policy will be dealt with by the Headteacher. 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.

Monitoring arrangements – Local Governing Board

This policy will be reviewed annually by the Local Governing Board and they will 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 Council 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 retendering contracts at least every 5 years.

Links to other policies

This policy is linked to our:

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