

Federation of Fairfield and Colneis

School Uniform Policy

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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 schools' 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. However, we do ask that no patterns are shaved into hair as this is inappropriate for school. We also ask that all shoulder length/long hair be tied back for PE.
- 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

3. Limiting the cost of school uniform

Our Federation 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 those with a school logo) 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
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- › 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.
- › Considering cheaper alternatives to school-branded items, such as those that can be purchased from other retailers
- › 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 as far as possible for different year/class/house groups
- › Making sure that arrangements are in place for parents to acquire second-hand 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

4. Expectations for school uniform

4.1 Our schools' uniform

Fairfield nursery

- No specific uniform requirements although logoed polo shirts and hoodies are available.
- Each child will be given a logoed polo shirt when starting nursery.

Fairfield (Reception, Year 1 and Year 2):

- Dark grey knee length skirt or pinafore dress, tailored shorts or trousers
- White shirt/polo shirt
- Logoed or plain royal blue cardigan or sweatshirt
- Blue and white gingham dress (in summer)
- Plain grey, white or navy socks
- Plain dark coloured low heeled shoes or ankle boots (not trainers)
- Plain blue or black shorts (or tracksuit bottoms and sweatshirt in winter), a white T-shirt and plimsolls for PE

Colneis (Year 3-6)

- Plain navy sweatshirt or cardigan
- White shirt/polo shirt
- Dark grey knee length skirt or pinafore dress, tailored shorts of trousers
- Blue and white gingham dress (in summer)
- Plain grey, white or navy socks
- Plain dark coloured low heeled shoes or ankle boots (not trainers)
- Plain blue or black shorts (or tracksuit bottoms and sweatshirt in winter) and a house coloured Tshirt and plimsolls/trainers for PE
- Swimming hat (in house colours)

Jewellery and hair styling

- Children should not wear jewellery at school.
- Children who have pierced ears should wear sleepers with flat studs on the back and must remove them when taking part in PE lessons. Teachers cannot take responsibility for the removal and safekeeping of earrings. If you are considering having your child's ears pierced please could you arrange to do so at the beginning of the school holidays so that the earrings can be removed for PE and swimming when the children return in September.
- All shoulder length/long hair must be tied back for PE. We request that patterns are not shaved into hair as this is inappropriate for school.

4.2 Where to purchase it

Our uniform can be purchased from our uniform supplier, PMG Schoolwear, either via their website or by visiting their shop located in Ipswich town centre. To order via the website please visit www.pmgsschoolwear.co.uk and select the name of the relevant school. Price lists can be found on our website.

However, there is no obligation to purchase school uniform from PMG and parents can purchase any item of uniform in accordance with the uniform requirements from any outlet they choose.

Both schools also hold a range of second-hand uniforms that are available for parents to acquire. Please contact the relevant school office for information.

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)

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 in line with the school behaviour policy.

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 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 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 every 3 years. It will be reviewed by the Policy Committee and approved by the Full Governing Body.

7. Links to other policies

This policy is linked to our:

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