Lime Tree Primary Academy

BRIGHT FUTURES EDUCATIONAL TRUST

School Uniform Policy

Date	Review Date	Coordinator	Nominated Governor
September 2024	September 2027	Clare Larkin	Ian Hughes

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 Clare Larkin – Head of School who can answer questions about the policy and respond to any requests

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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 leveler
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that regular 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.

Where to purchase the school uniform

Uniform can be obtained in full from our official uniform suppliers, **Petites Modes - 9 Tatton Road, Sale M33 7EB**,

All items with the school logo (highlighted in yellow in the below table of uniform specification) can only be purchased from our official uniform suppliers, Petites Modes. All other items can be sought more widely from high-street retailers and supermarkets. School ties and water bottles are also available to purchase via ParentPay and collected from the school office.

Termly Uniform Sale and Swaps are held alongside parent/carer coffee mornings. Dates and times will be communicated, via ParentMail, the school website events page and the parent/carer notice board in the school avenue.
Donations of good used clean condition uniform are accepted throughout the school year, to be made available at our autumn, spring and summer – Sale and Swaps. If you wish to swap uniform, please bring it with you on the day of the event.

If you are struggling with purchasing any item of school uniform, speak to our wellbeing team who may be able to assist you.

Local uniform buying and exchange schemes:

- Manchester and Trafford School Uniform Swap - https://manchester-and-trafford-school-uniform-swap.site123.me/
- Trafford Uniform Exchange - https://www.facebook.com/groups/1660636677382117/?scrlybrkr=aa73f927
- Friends of Lime Tree Used Uniform Sale - https://www.facebook.com/groups/681533375270075

School uniform specifications

All items of uniform must be clearly labelled with a pupil's name and class.

Nursery & Reception Pupils	
All Year Round	**Summer (optional) – can be worn after Easter holiday and until the end of Autumn 1 Term**
Navy blue jogging bottoms. Navy blue sweatshirt with school logo White or navy blue polo shirt with school logo (only required for school trips/off site activities) White or navy blue polo shirt Plain white, black. Navy blue socks or tights Sensible black shoes or black trainers – velcro Backpack with school logo - optional Waterproof coat Wellies Water bottle	Navy blue & white gingham dress Navy blue shorts

Uniform Years 1-6	
All Year Round	**Summer (optional) – can be worn after Easter holiday and until the end of Autumn 1 Term**
School blazer with logo (years 5 & 6 only) Black trousers Black skirt or pinafore Navy blue/forest green school jumper or cardigan White shirt – **NO** polo shirts Navy blue/forest green school tie Plain white, black. Navy blue socks or tights Sensible black shoes or plain black trainers (black soles) – **NO brightly coloured/differing coloured logos** Backpack with school logo - optional Waterproof coat Wellies Water bottle	Black tailored shorts White short sleeved shirt Navy blue & white gingham dress

Physical Education
Navy blue shorts Navy blue joggers White or navy blue polo shirt with school logo (preferred but not essential) Trainers Navy blue sweatshirt with school logo

In addition to wearing full school uniform, we expect the following standards from our pupils:

- Hair that is longer than shoulder length should be worn tied back with plain **black** or **navy** headwear (**No** large bows, headbands or fascinators);
- Short hair should be shaved **no** lower than a guard level 2;
- Extreme and shaved hair patterns are **not** allowed in school;
- **No** nail varnish or tattoos permitted;
- **No** make-up - including fake take and tinted moisturisers;
- **No** jewellery or watches to be worn in school. **No** earrings – **No** exceptions. **This is for the safety of the child and others.** Please note, this applies to Tree Tots as well. If a child is wearing jewellery or watches at school and is unable to remove the item for themselves, the parent/carer will be contacted and asked to remove the jewellery and take it home. If this is not possible, the pupil will be unable to participate in outdoor play and physical activities.

- If a child cannot take out earrings then these should be taped appropriately by their parent/carer. Please note the child will still be unable to participate in outdoor play and physical activities until the jewellery is removed. Staff at school can not apply tape or plasters to any child's earrings.

Items of value

The school accepts no responsibility or liability for the loss or theft of any such items. Items of value that are brought into the school remain the responsibility of the pupil at all times.

To safeguard children and staff, mobile phones must be handed in at the start of the day to the class teacher. The school accepts no responsibility or liability for the loss, theft or damage of these items.

Pupils are discouraged from bringing large sums of money into the school. If pupils are paying for trips related to the school curriculum, specific details will be sent to parents regarding how safe and secure payments can be made via ParentPay.

Medical dispensations

The policy will meet the needs of individual pupils with temporary or permanent medical conditions. For example, pupils with some skin conditions may be unable to wear specific fabrics and pupils with foot or leg injuries may be unable to wear school shoes. Pupils should have a doctor's note if they need to wear alternative footwear for the school, due to a medical condition or injury. In addition, an official medical certificate will be required for any pupil requiring long-term dispensation due to medical conditions.

Non-compliance with uniform policy

The Head of School can discipline a pupil for breach of the uniform policy. However, the Department for Education (DfE) does not consider exclusion to be an appropriate response to breaches of school uniform policy, *except* where they are persistent and defiant. Where a pupil repeatedly refuses to comply with school's uniform policy even if they do not otherwise display poor behaviour, we believe that the best course of action is to liaise with parents to resolve the problem.

Where a pupil is not adhering to school uniform policy, school staff will be considerate and discreetly try to establish the reasons. The school appreciates there may be good reasons why a pupil is not correctly attired. For example, their uniform may have been lost, stolen or damaged. If a pupil is not wearing the correct uniform because their parents/carers are in financial difficulties, the school will be sensitive to this. The school will give parents/carers time and support to purchase the required items. A pupil will not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform.

School community expectations

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)

We expect all pupils to comply with this uniform policy, which will be monitored. Any pupil who falls short of these requirements will be advised of this fact by their class teacher and given the opportunity to improve. Continued failure to comply will be brought to the attention of the Head of School

Pupils can contact Mrs C Larkin, Head of School if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents and carers

We ask all parents/carers who send their children to Lime Tree Primary Academy to support our uniform policy.

We believe that parents/carers have a duty to send their children to school correctly dressed and ready for their daily schoolwork. One of the responsibilities of parents/carers is to ensure that their child has the correct uniform and and PE kit that it is clearly labelled with the child's name, clean and in good repair.

Parents/carers can contact Mrs C Larkin, Head of School 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 Trust's complaints policy

The school will look at such requests/complaint sympathetically and will work closely with parents to arrive at a mutually acceptable outcome.

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 Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mrs C Larkin, Head of School 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.

Governors

The Governing Body supports the Head of School in implementing the school uniform policy. It will consider all representations from parents/carers regarding the uniform policy and will liaise with the Head of School fairly and with sensitivity ensuring that:

- 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.

Linked policies

This policy is linked to our:

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

Monitoring the implementation and Effectiveness of the Policy

The practical application of this policy will be reviewed every 36 months or when the need arises by the coordinator, the Head of School and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for the improvement will be presented to the Governing Body for further discussion and endorsement.

Principal:	Clare Larkin	**Date:**	3rd October 2024
Chair of Body:	Iain Wilson	**Date:**	3rd October 2024