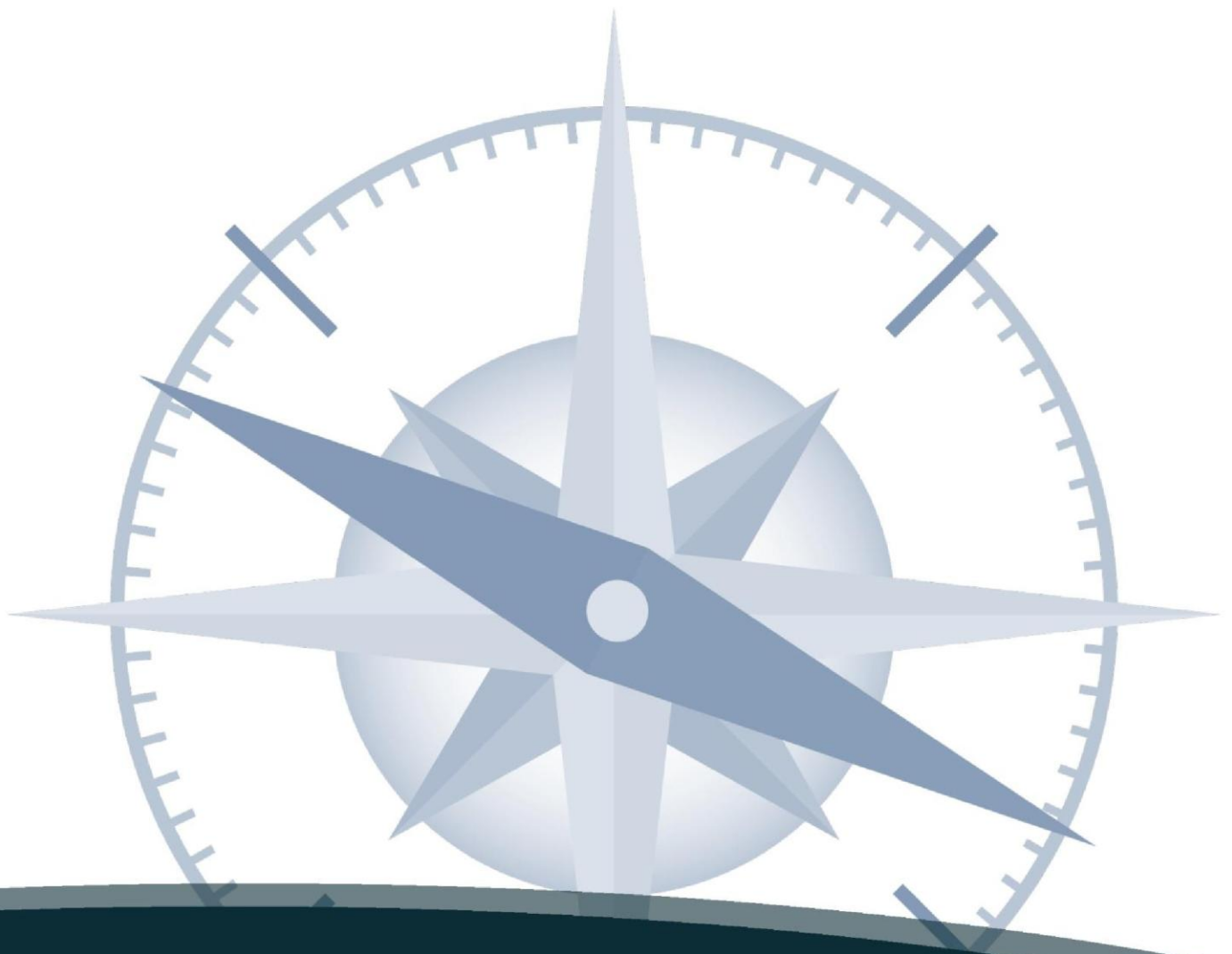




Uniform policy

THE
C  **MPASS**
PARTNERSHIP OF SCHOOLS

Monitoring, evaluation and review

The Local School Committee will assess the implementation and effectiveness of this policy.

This Policy will be reviewed by the Local School Committee on a two yearly cycle.

Policy adopted:	Spring 2025
Other related policies:	Anti-bullying Behaviour Complaints Equality of Opportunity
Next Review:	Spring 2027

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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 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

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:

- 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, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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 school's uniform

Our school uniform consists of a combination of grey, green and black. Most items can be bought from high street shops:

- Grey skirt, pinafore dress, trousers or shorts. In summer, green and white checked dresses may also be worn
- White polo shirts with the school logo are available from JK Clothing, Eltham. However, plain white polo shirts or blouses from high street shops may be worn
- Grey cardigan or jumper with the green V neck stripe and Deansfield logo may be bought from JK Clothing, Eltham. Plain grey cardigans and jumpers may also be worn

- Plain black, white or grey short or knee length socks (not over the knee) or black or grey tights. White socks may be worn with summer dresses
- Black footwear: Shoes must be plain black and 'sensible' i.e., flat shoes that fasten and are secure on a child's foot, enabling them to engage safely in all school activities. Trainers may also be worn, but the whole trainer, including the sole and laces, must be plain black. Black ankle boots are also permitted.

4.2 Our school's P.E. Kit

For PE lessons, children are expected to wear:

- Plain white round neck close fitting T Shirt
- Black shorts
- Black joggers or leggings can be worn only if the children are having their PE lessons outside and the weather is chilly
- Black plimsolls/trainers
- Black tracksuit top if needed

4.3 Where to purchase it

Uniform can be purchased from:

- Absolute Embroidery Unit 32-33 Block B, Braintree Enterprise Centre, Springwood Drive, Braintree, Essex, CM7 2YN [John Ray Infant and Junior School – AbsoluteEmbroidery](#)

➤ The school will regularly arrange second-hand uniform sale at whole school events

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)
- Children should not come to school with dyed hair, shaved designs in their hair, Mohican or Mohawk styles
- Children are not permitted to wear jewellery to school, except for jewellery of special religious significance

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.

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 by class teachers and phase leaders.

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 local school committee (LSC) 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 LSC 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.