North Elmham CEVA Primary School

Stibbard All Saints CEVA Primary School

Flourish Federation

School Uniform Policy

This policy was ratified by Flourish Federation Governing Body on:	01 April 2025
This policy will be reviewed by Flourish Federation Governing Body on: **(Unless earlier review is required to adhere to statutory requirements/changes in procedure)**	May 2026
Policy Version:	
Signed by the Chair of Governors:	John Rolson
Signed by the Executive Headteacher:	C Teary.

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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 their class teacher 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:

- Making items with distinctive characteristics optional
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- 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 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

See Appendix A for list of Stibbard school uniform

See Appendix B for North Elmham School uniform

4.2 Where to purchase it

Non branded uniform can be purchased from national retailers such as Tesco and Morrisons both of whom have stores in the local market towns of Dereham and Fakenham. Other retailers such as Asda and Sainsbury's can be found in Norwich and Kings Lynn.

Branded school uniform for Stibbard School can be ordered from the shop in Great Ryburgh

The Village Shop
No.1 The Granary,
Station Road,
Great Ryburgh,
Fakenham.
Norfolk
NR21 0TG

Tel 01328 829834

www.ryburghshop.co.uk

Branded school uniform for North Elmham School can be ordered from Birds of Dereham

Birds of Dereham
Unit D'
13 Yaxham Road,
Dereham,
Norfolk.
NR19 1HB

Tel. 01362 692941
01362 699130

enquires@birdsofdereham.com

www.birdsofdereham.com

Secondhand uniform is often donated to the schools. The PTA (Friends/FONES) launder and review this regularly. It is accessible for you to help yourself to in both schools.

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)

Pupils are also expected to contact their class teacher 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.

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 board 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 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.

6. Monitoring arrangements

This policy will be reviewed every two years by the Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Relationship (Behaviour) policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

Appendix A

All Saints Stibbard CEVA Primary School

School Uniform and PE kit list

School uniform

- Grey trousers, grey skirt or grey pinafore dress
- Grey shorts in summer
- Blue check summer dress
- Blue polo shirt (white is acceptable)
- Royal blue sweatshirt or jumper
- Royal blue fleece (optional)
- Black shoes - ideally with Velcro fastening for younger pupils
- No Jewellery 1 pair of small stud earrings maybe worn except for PE.

PE kit

- Black shorts or cycling shorts
- White t-shirt
- Navy tracksuit bottoms and top
- Plimsolls - your child will be told if they need trainers or football boots by their teacher/sports teacher
- Hair band for those with long hair
- No Jewellery

Swimming

Uniform for swimming will be determined by the swimming provider. More information will be provided at the appropriate time.

All pupils should have a suitable coat throughout the year

All uniform items and PE kits must be clearly labelled with your child's name.

Appendix B

North Elmham CEVA Primary School

School Uniform and PE kit list

School uniform:

- Grey or black trousers, skirt or pinafore dress
- Grey shorts in summer
- Blue check summer dress
- White pique polo shirt
- Blue sweatshirt
- Black or Brown shoes with low heels/trainer shoes
- No Jewellery 1 pair of small stud earrings maybe worn except for PE

PE Kit:

- White T shirt
- Navy or Black shorts
- Navy tracksuit bottoms and top
- Plimsolls - your child will be told if they need trainers or football boots by their teacher/sports teacher
- Hair band for those with long hair
- No Jewellery

Swimming

Uniform for swimming will be determined by the swimming provider. More information will be provided at the appropriate time.

All pupils should have a suitable coat throughout the year

All uniform items and PE kits must be clearly labelled with your child's name.