



School Uniform Policy

Rosebrook Primary School

We have updated this policy in line with the DfE's new statutory uniforms guidance. Schools are expected to be compliant with the majority of this guidance by September 2022; however, there are exceptions, including where the school is tied into a contract with a supplier and where a competitive tender must be run to set up a new uniform contract. All schools should be compliant by September 2023 where possible. Read our [Up-to-speed on: Statutory 'Cost of uniforms' Guidance](#) for more information.

Approved by:

Local Academy
Committee

Date: October 2022

**Next review
due by:**

July 2023 to ensure full compliance

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Statement of intent

Rosebrook Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Trust Complaints Policy
- Behaviour Policy
- Health & Safety Policy

Roles and responsibilities

The Local Academy Committee is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.

- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.

- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC (known as CIOC – within Stockton LA).

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform as possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew-on or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to

wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and Local Academy Committee, and always in accordance with the Trust Complaints Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible. This will be done in liaison with the school SENDCo and parent, and may include an agreed period of phasing into a particular item, modification of an item to allow for a medical need or provide support to buy alternative items that look the same or similar.

Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the Trust Complaints Policy. To make a complaint, parents should refer to the Trust Complaints Policy and follow the stipulations outlined. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome. The Local Academy Committee are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

<https://rosebrook.adastraschools.org/key-information/complaints-policy/>

School uniform supplier

Our current school uniform suppliers are:

Motif8 – From Motif 8 you will be able to purchase polo shirts, jumpers and cardigans, coats, school bags and House hoodies.

Elizabeth's Embroidery – situated in Stockton, provides plain or embroidered uniform.

Our school uniform suppliers accept school uniform assistance vouchers.

The Local Academy Committee will ensure that a written contract is in place with the supplier for branded items. The school will retender the uniform contract every **five years**, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy. The Local Academy Committee will be able to demonstrate how uniform

is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs. The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

Where the school is proposing to change suppliers, it will reach out to suppliers by [October](#) in the determination year.

Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms.

The school holds second-hand school uniform items for parents and carers to access; access is available on a Friday when the uniform stand is out on the main playground. Families are invited to donate pre-loved uniform when they no longer need it.

The school also sells new uniform items at less than half the retail price, including skirts, trousers, t-shirts, shorts, socks and tights. This is funded using the Pupil Premium Grant as well as from school fundraising events (including our clothing recycling bin) and from other donations received.

The school has a “coat swap” system in place where used coats can be swapped with others on the rail.

Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school’s Behaviour Policy and Health & Safety Policy.

If a pupil breaches the uniform rules, teachers are authorised to send out the appropriate letter to parents / carers to remind them of uniform expectations and to rectify the breach **(Appendix 1)**.

If a pupil repeatedly breaches uniform rules, the Parent Support Advisor will contact the parent / carer for a discussion and to put in place support if needed.

School uniform

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Y6 only Purple “Leavers” sweatshirt	Required	Leavers’ sign on back, badge on front and	First one ordered by school Extras from Motif8	Free £14

		Trust branding on sleeve		
Reception to Y5 Green sweatshirt or cardigan	Required	Optional branding	Plain green items from regular retailers Branded or plain items from school suppliers: (plain/sweatshirt/cardigan) Motif8 Elizabeth's Embroidery	£5.00 £11.00/ £12.50 £6.50/£11.50/ £13.00
2-year-olds pre-nursery only Purple sweatshirt	Optional	Badge on front and Trust branding on sleeve	First one ordered by school Extras from Motif8 or available from regular retailers	Free £11
Nursery Green sweatshirt or cardigan	Optional	Optional branding	Plain green items from supermarkets Branded or plain items from school suppliers: Motif8 Elizabeth's Embroidery	£5.00 £11.00/ £12.50 £6.50/£11.50/ £13.00
White polo shirt	Required	No branding	Available from school suppliers, school uniform rail, second hand from school and available from regular retailers	From £2.50
White polo shirt	Optional	School logo	Available from school suppliers	£9.45 £9.00
Grey or black trousers, skirt or pinafore	Required	No branding	Available from school suppliers, school uniform rail, second hand from school and available from regular retailers	From £3.00
Sensible, plain black shoes or trainer-shoes	Required	No branding	Available from regular retailers	From £5
PE kit				
Plain white round-neck t-shirt	Optional	School logo on right-hand side	Available from school supplier	£6.00
Plain white round-neck t-shirt	Required	No branding	Available from regular retailers and the school uniform rail	From £2.00
Plain black/green/navy shorts or skorts	Required	No branding	Available from regular retailers and the school uniform rail	From £3.00
Plain black/green/navy jogging bottoms or leggings for outdoor PE	Required	No branding	Available from regular retailers and second hand from school	From £4.00
Black school jogging pants	Optional	School logo	Available from school supplier	£12.50
School House hoodie in House colour	Optional	School logo on right-hand side & name	Available from school supplier (Motif8) and second hand from school	£13.50

		of House on back		
Plain hoodie or fleece for outdoor PE	Required	No branding	Available from regular retailers	From £8.00
School fleece for PE	Optional	School logo	Available from school supplier	£14.50
Plimsols/gym shoes	Required	No branding	Available from regular retailers	From £2.50
Accessories				
School book bag	Optional	School logo	Available from school supplier or second hand from school	£7.00 £8.50
School backpack	Optional	School logo	Available from school supplier	£10.50
School PE kit bag	Optional	School logo	Available from school supplier	£6.00
Water bottle	Required	No branding	Available from regular retailers, school supplier or school office	From £1.00
Water bottle carrier	Optional	No branding	Available from school supplier	£1.25
School coat: showerproof	Optional	School logo	Available from school supplier	£17.00 £19.50
School coat: winter	Optional	School logo	Available from school supplier	£26.50
Grey or black tights or socks	Required	No branding	Available from regular retailers, school supplier or school uniform rail	From £1.00

Footwear

As part of our uniform expectations, pupils are expected to wear plain black shoes or smart, plain black trainers.

Trainers can be worn for outdoor PE, plimsols for indoor PE in the school hall.

Forest School

On the day pupils attend our on-site Forest School, they are expected to wear appropriate, comfortable clothing and in the case of adverse weather conditions, the school will provide all additional items such as waterproof trousers and jackets, wellies, hats, gloves and warm coats. Demin is not permitted at any time.

Jewellery

Permitted jewellery that may be worn:

- One single or pair of stud earrings – no other piercings are permitted
- A smart and sensible wrist watch

Watches with internet access, cameras or the ability to make phonecalls are not permitted in school at any time and will be looked after by an adult until the pupil goes home.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. Jewellery must be removed during practical lessons, including PE lessons and some science experiments where appropriate.

In the case of recently-pierced ears, pupils will still be expected to take part in PE lessons but the teacher / coach will carry out a dynamic risk assessment to ascertain which activities the pupil can / cannot participate.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be considered where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the Trust Complaints Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories

Makeup

The school rules on makeup are as follows:

- No makeup is permitted
- False nails and nail extensions are not permitted
- Only clear nail varnish may be worn
- Temporary tattoos are not permitted

Parents / carers of pupils wearing any of the above will be contacted and asked to ensure it / they are removed.

Adverse weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines
- Over the knee skirts, shorts or trousers
- Tops that cover the shoulder area

- Sun hats or caps
- Sunglasses with UV protection when outside, where possible

The school will provide legionnaire-style caps for pupils in the Early Years to ensure heads and necks are covered. Sun hats are provided in Forest School.

Pupils are advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside
- Warm jumpers that conform to the school's uniform policy
- Trousers, or thick tights with skirts

Labelling

All pupils' clothing and footwear should be clearly labelled with their name.

Any lost clothing is be taken to the lost property boxes in the main reception corridor. All lost property is retained for a term and is displayed monthly on the main playground for reclaiming. It is repurposed or recycled if it is not collected after a term.

Monitoring and review

This policy is reviewed annually by the chair of the local academy committee and the headteacher.

The scheduled review date for this policy is July 2023 to ensure it is fully compliant before the statutory deadline of September 2023.

Appendix 1

Letters to go on letterheaded paper and sent with home/school agreement

Date:

Dear

RE: SCHOOL UNIFORM

It has been brought to my attention that your child has not been wearing the correct uniform for school lately. I am writing to kindly ask that you ensure they come appropriately dressed, following our uniform guidance which can be found on our website: <https://rosebrook.adastraschools.org/our-school/uniform/>

When your child first started Rosebrook, you will have been asked to sign our "Home-School Agreement" to say you would be happy to support the school's policies, rules and routines. Making sure your child comes to school smartly dressed is an important part of that agreement.

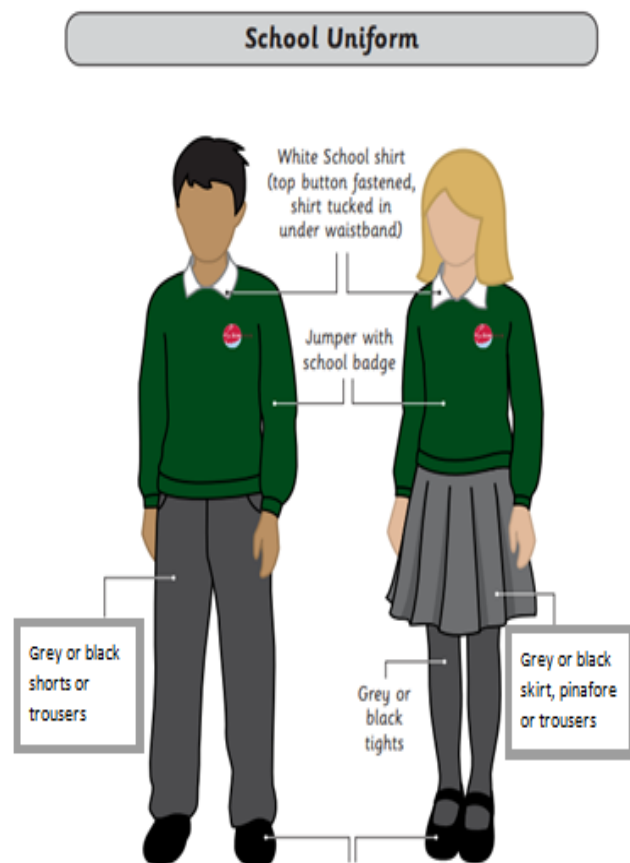
At Rosebrook, we take pride in what we look like and more importantly, we take pride in being part of our school community and fitting in. Uniforms help pupils to prepare for when they leave primary school and will be expected to dress smartly in a uniform at secondary school. They show a sign of respect that you and your child value what we are trying to achieve at Rosebrook: we are striving for excellence.

If you are having any financial worries which may be impacting on your family and on buying uniform, please contact Mrs Bell for a confidential chat as we have a uniform shop at school where you can purchase items for less than half price.

Yours sincerely



Mrs L Todd
Headteacher



Date:
Dear

RE: FOOTWEAR

It has been brought to my attention that your child has not been wearing the correct footwear for school lately. I am writing to kindly ask that you ensure they arrive wearing plain black shoes or trainer-shoes, following our guidance which can be found on our website: <https://rosebrook.adastraschools.org/our-school/uniform/>

Trainers can be brought in a bag for break times and your child can get changed into these if you wish, but they should not be wearing them on arrival.

When your child first started Rosebrook, you will have been asked to sign our "Home-School Agreement" to say you would be happy to support the school's policies, rules and routines. Making sure your child comes to school smartly dressed is an important part of that agreement.

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Yours sincerely



Mrs L Todd
Headteacher

Please **RESPECT & SUPPORT** our
School Uniform Policy



As part of our uniform expectations, pupils should wear plain black shoes or smart, plain black trainers.

black trainers
should wear plain black shoes or smart, plain
As part of our uniform expectations, pupils

Date:
Dear

RE: PE KIT

It has been brought to my attention that your child has not been wearing (or* bringing in) the correct PE kit for school lately. I am writing to kindly ask that you ensure they have the correct items from our PE kit list to enable them to participate fully in all aspects of PE, both indoor and out.



PE Kit: All Children **Must** Have One!

Pupils will be expected to do some PE lessons outside, even in winter and should therefore have the following in their kit bag:

- ▶ Pupils are expected to have their full P.E. kit in school throughout the week.
 - ▶ For safety reasons, jewellery should not be worn in PE lessons. Earrings must be removed in order to participate in the physical activities in PE.
 - ▶ Long hair should always be tied back on PE days.
 - ▶ Spare kit will be offered in the event of a missing kit.
- T-shirt (plain white round neck)
 - Shorts (plain dark green, blue or black)
 - Jogging bottoms or leggings (plain, dark)
 - PE hoodie
 - Outdoor trainers
 - Indoor gym shoes
 - Spare socks to change from tights (if applicable)

When your child first started Rosebrook, you will have been asked to sign our "Home-School Agreement" to say you would be happy to support the school's policies, rules and routines. Making sure your child comes to school with the correct equipment is an important part of that agreement.

If you are having any financial worries which may be impacting on your family and on buying uniform items, please contact Mrs Bell for a confidential chat as we have a uniform shop at school where you can purchase things for less than half price.

Yours sincerely

A handwritten signature in black ink, appearing to read 'L Todd'.

Mrs L Todd
Headteacher

Home School Agreement

Parents I/we shall

- See that my child attends school, is on time and properly equipped
- See that my child is wearing appropriate school uniform and footwear
- Make the school aware of any concerns or problems that might affect my child's work or behaviour
- Support the school's policies and guidelines for behaviour
- Support my child in homework and other opportunities for home learning
- Support my child with reading at home
- Attend Parents' Evenings and discussions about my child's progress
- Become involved in my child's school activities
- Encourage my child to do his/her best at all times

Signature/s.....

School We will

- Encourage every child to do his/her best at all times
- Contact parents if there is a problem with attendance, punctuality or equipment
- Let parents know of any concerns or problems that affect their child's work or behaviour
- Set and monitor appropriate homework
- Arrange Parents' Evenings, during which progress will be discussed and send home a report annually
- Keep parents informed about school activities by letters, newsletters and notices of special events

Signature..........on behalf of the school.

Pupil I will

- Follow the school rules: READY RESPECTFUL SAFE
- Wear my school uniform and feel proud to represent Rosebrook
- Try to do my best at all times
- Be kind and polite to others, respecting each member of the school community
- Care for my school environment

Signature.....