



# Moss Hall Schools Federation

## School Uniform Policy

### 2024-25

Date policy last reviewed: November 2024

Signed by:

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<u>Mo Choonara</u>	Chair of governors	Date: <u>Dec 24</u>

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## Statement of intent

**Moss Hall Schools Federation** believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

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, is affordable, and provides the best value for money for both 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 a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

## 1. Legal framework

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

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

- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

## 2. Roles and responsibilities

The governing board 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, inclusive, and does not disadvantage any pupil because 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 in this policy how best value for money has been achieved.
- 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 rules 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 shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, 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 an exemption to the uniform rules for a period of time, with a reason 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.

### **3. Cost principles**

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

#### **Principles in practice**

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do 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.
- LAC and PLAC.

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

The school will keep 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, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be worn out quickly, e.g. ties.
- Making donated second-hand uniform available for purchase at a lower price.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will 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 make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

## 4. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

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

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

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

### Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.

- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be 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.

### **Religion and belief**

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

### **Race**

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

### **SEND and medical conditions**

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

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.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

## **5. Complaints and challenges**

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

## **6. School uniform supplier**

The Federation's current school uniform supplier is:

- **Uniform for Kids.**
- <https://www.uniform4kids.com/collections/moss-hall-junior-school>

The school uniform supplier will accept school uniform assistance vouchers.

The governing board 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 governing board 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 will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

Where the school is proposing to change suppliers, it will reach out to suppliers by **October** in the determination year.

## **7. Finding and consulting suppliers**

If the school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body
- Researching local suppliers
- Consulting with other schools and networks
- Having informal discussions with potential suppliers to help determine the school's own needs

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need

- Existing contractual commitments
- Length of tender process
- The school's evaluation process

## 8. Template documents

Schools will use the DfE's '[Procuring uniform supplies](#)' template documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.

Schools will use the invitation to tender template to ask questions of suppliers. Schools will then use the pricing schedule to ask suppliers to submit their prices. Full instructions on how to use the templates are included in each of the documents.

## 9. Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance may be provided for school clothing. The budget for the school uniform assistance scheme will be derived from pupil premium funds. Parents and carers should speak to known and trusted staff to discuss support.

For parents to claim school uniform assistance, their children should be eligible for FSM. Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

The school will hold second-hand school uniforms for parents to access; access to these uniforms will be made available upon request made to the school via the welfare lead/ Pastoral team or senior staff.

Parents will be invited to donate their child's uniform when they no longer need it.

## 10. Non-compliance

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, will be permitted to ask a child to correct their uniform within a given time or to request this of the parent/ carers.

Parents will be notified of pupils' breaches of school uniform by class teachers or leaders. .

## 11. School uniform

### Clothing

The school uniform is as follows and can be seen on our website here:

<https://www.uniform4kids.com/collections/moss-hall-junior-school> and here:

<https://www.mosshall.school/parents/uniform/>

### Second Hand Uniform

Our MHSA (parent's association) hold uniform sales every term where second hand uniform can be purchased for a small donation. For more information follow this link: <https://www.mhsa.charity/>

Item	Optional/ required	Branding	How to acquire	Cost per item from supplier*
<b>Reception</b>				
Blue Sweatshirt or Blue Cardigan <b>NAMED</b>	Required	School logo on left hand side	Branded sweatshirt and cardigan available from school supplier or second-hand from MHSA uniform sales.  Iron-on logo patches available from school office to be applied to unbranded identical items.	£12.99  Or £14.99
White Polo shirt <b>NAMED</b>	Required	School logo on left hand side	Branded Polo T Shirt available from school supplier or second-hand from MHSA uniform sales.  Iron-on logo patches available from school office to be applied to unbranded identical items	£8.99
Grey/black <b>plain</b> jogging trousers, leggings (all with elasticated waist) <b>NAMED</b>	Required	No branding	Available from school supplier, second-hand from MHSA, and from regular retailers	
White, grey or black plain socks or tights (tights only if the child can dress independently) <b>NAMED</b>	Required	No branding	Available from regular retailers	
Plain entirely black trainers/school shoes (must have Velcro fastening for independence, ease and speed) <b>NAMED</b>	Required	No branding	Available from regular retailers	
Wellington boots. <b>NAMED</b>	Required	No branding	Available from regular retailers	
<b>Year 1-6</b>				

Blue Sweatshirt or Blue Cardigan	Required	School logo on left hand side	Branded sweatshirt and cardigan available from school supplier or second-hand from MHSA uniform sales.  Iron-on logo patches available from school office to be applied to unbranded identical items.	£12.99  Or  £14.99
White Polo shirt	Required	School logo on left hand side	Branded Polo T Shirt available from school supplier or second-hand from MHSA uniform sales.  Iron-on logo patches available from school office to be applied to unbranded identical items	£8.99
Blue school fleece	Optional	School logo on left -hand side	Available from school supplier and second-hand from MHSA.	£18.99
Black school trousers, school shorts or knee length school skirt	Required	No branding	Available from school supplier, second-hand from MHSA, and from regular retailers	
Sensible/ low heeled, <b>plain</b> black shoes or black “trainer” type shoes with no colour or other decorations.	Required	No branding	Available from regular retailers	
<b>Summer uniform includes</b>				
Blue gingham summer dress (from April)	Optional	No Branding	Available from school supplier, second-hand from MHSA, and from regular retailers	£14.99
<b>PE Uniform **</b>				
Blue Sweatshirt or Blue Cardigan	Required	School logo on left hand side	Branded sweatshirt and cardigan available from school supplier or second-hand from MHSA uniform sales.  Iron-on logo patches available from school office to be applied to unbranded identical items.	£12.99  Or  £14.99

Blue sports top	optional	School logo on left hand side	Branded sports top available from school supplier	
Plain white t-shirt	Required		Available from school supplier	
Plain black shorts/ plain leggings or tracksuit trousers	Required		Available from school supplier or regular retailers	
Plain trainers	Required		Available from regular retailers	
<b>Accessories</b>				
School book bag	Required	School logo	Available from school supplier	£10.99
Royal blue hijab	optional	plain	available from junior school office	

\*November 2024 prices.

\*\* Children come to school in their PE uniform on days when they have PE lessons. This uniform is equally important as a regular uniform. Children should wear their regular type polo shirt or plain white T shirt, leggings or shorts and their regular school jumper. NO other hoodies/ sweatshirts or sports wear

The school will not consider white/ coloured trainers or boots of any kind as suitable school shoes;

Parents are responsible for ensuring their child wears their PE kit to school when needed.

### **Jewellery**

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn.
- A smart and sensible wrist watch may be worn. Any form of digital watch or device cannot be worn unless for exceptional and agreed SEND needs

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and some science experiments.

### **Bags**

Pupils must use an appropriately-sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

### **Hairstyles and headwear**

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school 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 taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

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

### **Makeup and cosmetics**

The school rules on makeup and cosmetics are as follows:

- Only clear nail varnish may be worn
- Temporary tattoos are not permitted

## **12. Adverse weather**

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Sunhats and caps.

Pupils will be advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be 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 outside.
- Trousers, or skirts and thick dark coloured, plain tights.
- Waterproof footwear and boots. These will need to be taken off on arrival and indoor footwear brought to be worn.

## **13. Labelling and lost property**

Parents are advised to label all clothing and items that come to school including coats, bags, water bottles.

Any lost clothing will be taken to the lost property box / rail in the school offices. All lost property will be retained for half a term and then offered to the MHSA for sale or donated to charity. Other items will be disposed of if it is not collected within this time.

## **14. Monitoring and review**

This policy will be reviewed **annually** by the CPA governors committee/ chair and the headteacher. The next scheduled review date for this policy is **May 2026**

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.