

School Uniform Policy

2023/2024

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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 Mr Azad, who can answer questions about the policy and respond to any requests

Limiting the cost of school uniform

Highfield Junior and Infant School is situated in Alum Rock, Birmingham. Alum Rock is one of the most deprived 10% of areas nationally. Of the 705 pupils at Highfield Junior and Infant School, 33% are eligible for pupil premium. Taking the demographics of the community that we serve into consideration, 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: for example, all items available with a logo are optional and not mandatory
- 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 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

Expectations for school uniform

Our school's uniform

All students attending Highfield Junior and Infant School are expected to wear:

- A jade-coloured sweatshirt or cardigan (*this item is available with a school logo on, but the branded option is not mandatory*)
- White polo neck t shirt/blouse/shirt (*this item is available with a school logo on, but the branded option is not mandatory*)
- Black/dark grey trousers/shorts/skirt/pinafore
- Plain black or white hijab
- Grey or white tights/socks
- Black school shoes (trainers are not permitted)
- A jade - coloured book bag (*this item is available with a school logo on, but the branded option is not mandatory*)
- Water bottle (*this item is available with a school logo on, but the branded option is not mandatory*)
- In the warmer months there is also the option to wear black/dark grey smart shorts or a green/white gingham summer dress. These items are not branded.

P.E Kit

All students at Highfield Junior and Infant School are expected to wear the following items when participating in P.E:

- Plain white polo t shirt (*this item is available with a school logo on, but the branded option is not mandatory*)
- Plain black shorts/leggings/jogging bottoms
- Trainers (predominantly black or white)

For swimming:

- Swimming costume
- Swimming shorts/trunks
- Towel
- Swimming cap (*where pupils do not have swimming caps Highfield Junior and Infant School will provide one*)

Where you can purchase our school uniform

All uniform items required for pupils at Highfield Junior and Infant School can be purchased from high street retailers. If parents and carers wish to purchase any of the optional branded items available they can be found online at [schoolwear solutions](#).

Highfield Junior and Infant School will host a second- hand uniform sale during the summer term and welcome all uniform donations from our families. All monies raised will go directly to school fund.

Expectations for our school community

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 Mr Azad if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Mr Azad 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.

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 a member of our senior leadership team.

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.

Academy Representatives

The local academy committee 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.

Review

This policy will be reviewed annually.

Whenever changes to admission arrangements are proposed (except where the change is an increase to the agreed admission number), the Trust will publicly consult on these changes.