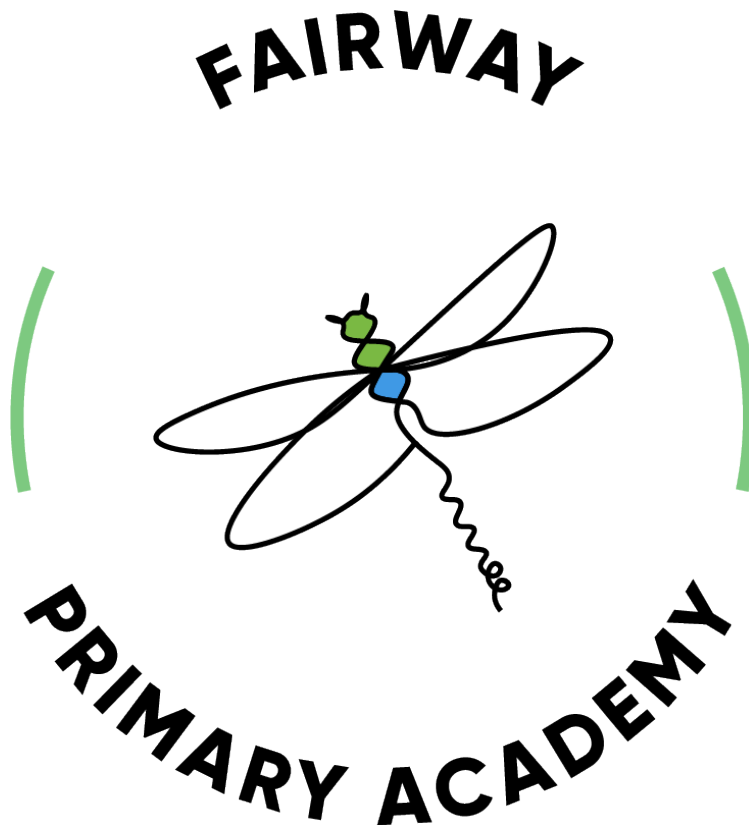


# Fairway Primary Academy

**GREENHEART**  
LEARNING PARTNERSHIP 



## Uniform Policy and Guidance

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## 1 Introduction and 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.
- 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 Head Teacher, who can answer questions about the policy and respond to any requests.

### 3 Limiting the Cost of School Uniform

Our academy 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 make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We 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
- 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 and bags.
- 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

Wearing a uniform helps to establish pride in being part of Fairway Primary Academy and we are kindly asking for all parents to support school by ensuring their children are in the correct school uniform. The following is what is expected from all children at Fairway in terms of school uniform:

### Uniform

- Black or dark grey trousers or shorts. No jogging bottoms, leggings or jeans.
- Black or dark grey knee length skirt or pinafore
- White/ Royal Blue polo-neck T-shirt.
- Royal blue jumpers (with or without the Fairway Primary Academy Logo)
- Royal blue cardigan (with or without the Fairway Primary Academy Logo)
- Blue Gingham summer dress
- Flat black school shoes. No trainers, canvas shoes or plimsolls.

Make-up and Nail varnish is not permitted, and children will be asked to remove if identified. Hair policy – no excesses of fashion are allowed.

### PE Uniform

- Plain White T-shirt.
- Black or navy-blue plain shorts
- Black pumps or trainers. No high tops.
- Jogging bottoms, leggings and a school jumper or cardigan – used in cold weather.
- Football tops are not allowed in school for any PE lesson.

PE uniform will need to be brought to school in a bag – please make sure that all of your child's uniform and PE kit is clearly labelled. Please note that from September 2024, the children should bring their PE kit into school on the day of their PE lessons and wear normal school uniform to and from school. The PE schedule will be released by the class teachers in September 2024. New uniform is now available at Kids Essentials in Northfield.

Our academy always has stock of donated pre-loved uniform, shoes, outdoor coats etc. that you are welcome to take. Please ask at the office and they will direct you as appropriate.

We always welcome donations of pre-loved school uniform that you no longer require to pass on to others.

### **Jewellery**

A wristwatch and simple stud earrings are permitted, however smart watches are not allowed. It is advisable, however, that they are left at home on PE and swimming days. If they are not left at home, they are the children's responsibility and must be removed for PE.

Children must remove their earrings for PE or cover them with tape for Health and Safety purposes. You must provide your child with the plasters/tape if they are unable to remove their own earrings – please note staff are not permitted to remove children's earrings.

## 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 the Head 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 Head Teacher 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 support needed and the opportunity to comply, but will follow up with the Head Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head Teacher.

## 5.4 Governance

Trust Local Advisory Committee, on behalf of The Greenheart Learning Partnership 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

## 6 Monitoring Arrangements

This policy will be reviewed annually by the Head Teacher.

At every review, it will be approved by the Greenheart Local Advisory Committee.

## 7 Related Policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy