

## Inspire Partnership Academy Trust

### Uniform Policy 2025

Approval Date:	March 2025
Approved by:	CEO
Policy Owner:	Rupinder Bansil (Trust Education Leader)
Review date:	March 2028

## Inspire Partnership Academy Trust

### Uniform Policy (Approved Template Policy) version 2

The following is the summary of changes proposed for the Uniform Policy

Section	Reason
1	Deleted 'our uniform policy allows an expression of individuality and celebrating expression' following feedback at Parents Forum
3.1.2	Added 'under three items' following publication of the draft schools Bill

## Contents

Contents	3
1. Introduction	4
2. Equality	4
3. The cost of school uniform	5
4. Expectations for school uniform	6
4.4. P.E.	7
4.5. Optional School logo items:	7
4.6. Head coverings	7
4.7. Footwear	7
4.8. Hair Styles	8
4.9. Accessories and equipment	8
4.10. Where to purchase new uniform	9
5. Second-hand Uniform	9
6. Expectations for our School Community	10
6.1. Pupils	10
6.2. Parents and carers	10
6.3. Staff	11
6.4. Trust Leaders	11

## 1. Introduction

- 1.1. Rockliffe Manor Primary School is very proud of our school and the sense of belonging children feel by being part of our school community. Wearing the correct school uniform plays a key role in promoting the ethos of our school, providing a clear sense of identity and sets an appropriate tone for education.
- 1.2. By creating a common identity amongst all pupils, regardless of background, wearing school uniform has acted as a social leveller, reducing peer pressure to wear the latest fashions or expensive clothes. Furthermore, by having a uniform to promote the shared identity and common sense of purpose, it also plays a part in what is required practically for classroom lessons, or for sport, and the safeguarding and health and safety considerations involved.
- 1.3. This policy aims to:
  - 1.3.1. Set out our approach in requiring pupils to wear a school uniform that is of reasonable cost and offers the best value for money for parents and carers.
  - 1.3.2. Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
  - 1.3.3. Clarify our expectations for school uniform.

## 2. Equality

- 2.1. All children have equal access to wearing school uniform regardless of their culture, race, religion, gender or disability. We ensure that the set uniform respects other policies such as the school's Equality Policy and aligns with the Equality Act 2010. Rockliffe Manor Primary School is committed to creating a positive climate that will enable everyone to work free from discrimination and ensures that all feel respected and a sense of belonging.
- 2.2. Our school will:

- 2.2.1. Have a gender-neutral school uniform that allows all pupils the opportunity to wear the uniform that they feel most comfortable in or that most reflects their self-identified gender.
- 2.2.2. Make sure that our uniform is affordable for all pupils.
- 2.2.3. Recognise the importance of allowing all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable.
- 2.2.4. Recognise the importance of allowing pupils to request changes to swimwear for religious reasons.
- 2.2.5. Recognise the importance of allowing pupils to wear headscarves and other religious or cultural symbols.
- 2.2.6. Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Cook, headteacher, who can answer questions about the policy and respond to any requests.

### **3. The cost of school uniform**

- 3.1. As a school, we believe that we have a duty to keep school uniform costs low for parents. Therefore, we will ensure that our school uniform is affordable, provides best value and that it will be sustainably sourced.

Therefore we have taken the following main points into consideration:

- 3.1.1. Carefully considered whether any items with distinctive characteristics are necessary.
- 3.1.2. Limited items of branded\* uniform and keep these to a minimum as a requirement (under three items), not just including everyday classroom wear, but PE Kit and other items.
- 3.1.3. Ensured that the supplier arrangements are regularly retendered and the highest priority is given to cost and value for money (including the quality and durability of the garment).
- 3.1.4. Ensured that second-hand items of uniform are available for parents to acquire throughout the year.

- 3.1.5. Reviewed our School Uniform Policy to ensure it is available for all parents, including prospective parents, and is easily understood.
- 3.1.6. Ensured that our school uniform is suitable for all children and families under the Equality Act.

*\*By branded item, we are describing items with a logo or distinctive characteristics which make it unique to our school. For example, the bookbag, jumper and/or cardigan with the school logo. In comparison, a plain white polo shirt, grey trousers, skirt or dress that can be bought from a variety of retailers would not be considered a branded item. Generic items which are widely available (including low cost outlets) allow you to control the cost of school uniforms.*

#### **4. Expectations for school uniform**

- 4.1. The School Uniform for Rockliffe Manor Primary School consists of the following:

Navy Blue round neck jumper with the school's logo

Navy Blue cardigan with the school's logo

Plain white Polo Shirt

Grey straight legged trousers or tailored shorts

Grey skirt or pinafore dress

White, black or grey socks or grey, navy or black tights

- 4.2. In the summer term, blue and white checked dresses or culotte-style dresses are optional. Some children choose to wear shorts or leggings under their skirt. These should be plain black or white if worn under a summer dress.

- 4.3. Children will also require a change of clothing for PE lessons.

#### **4.4. P.E.**

White PE t-shirt

Navy PE shorts

Plain Black Trainers or plimsolls

Plain Navy Sweatshirt/hoodie and long trousers/leggings or tracksuit bottoms for outdoor PE in winter

Kit bag

No football kits or logos

#### 4.5. Optional School logo items:

White polo shirt with the school's logo

White PE t-shirt with the school's logo

Navy PE Kit bag with the school's logo

Reversible waterproof Jacket with the school's logo

Woollen hat with the school's logo

Summer cap with the school's logo

Book bag with the school's logo

#### 4.6. Head coverings

Any head coverings such as hijabs, turbans or head scarves should be blue, black, white or grey in colour to tie in with the school uniform colours where possible. This is also something that can be discussed with parents and carers if a specific colour is important for religious reasons.

#### 4.7. Footwear

Sensible black shoes or black trainers should be worn at all times.

No open toed shoes or sandals should be worn for safety reasons. If children wear trainers these should be completely plain black with no coloured logos or laces. During cold weather black ankle boots may be worn, but they must be plain with only one buckle or laces.

#### 4.8. Hair Styles

Children's hair must be worn in an appropriate way with no extreme styling or designs, for example mohicans and brightly coloured hair dye. Long hair must be tied back out of the eyes for safety reasons.



Rockliffe Manor Primary School is pleased to support the Halo Code, championing the right of staff and pupils to embrace all Afro-hairstyles. The full pledge can be found at [HALO COLLECTIVE](#)

#### 4.9. Accessories and equipment

**Nail varnish and make up** is not permitted to be worn at school.

The only **jewellery** that children may wear are small, plain stud earrings or small, discreet watches. These must be removed for PE and swimming. If children cannot yet remove stud earrings they can be covered with a plaster or tape provided by home as a temporary measure. Hoop and dangly earrings are not permitted for safety reasons.

The school does not take responsibility for any lost jewellery or watches.

We recognise that jewellery may be worn as an important expression of faith and would ask that parents and carers inform the leadership team if this is the case.

Children do not require large backpacks, bags or additional equipment. Coats, School Book Bags and PE Kits must all fit on one peg. All basic equipment i.e., pencils, rulers, handwriting pens, colouring pencils is provided by school. Any additional equipment is brought in under families' own risk.

Lunchboxes should be named, stored in the class lunchbox trolley and taken home every day.

Water bottles should be named and they will be kept in the classroom unless taken outside/to the hall for sports activities. Children are encouraged to drink water and should not bring other drinks to school.

Mobile Phones are not permitted in school, unless prior permission has been granted by the Headteacher in accordance with the Mobile Phone Permission Letter which is only applicable to Y6 children going to and from school independently. If permission is granted, phones will be handed to the class teacher each morning where they are stored securely.

#### 4.10. Where to purchase new uniform



For all branded uniform items, Rockcliffe Manor Primary School has partnered with JK Clothing to be our uniform supplier. You will have the opportunity to visit their Blackfen store, at Wellington Parade, 14 Blackfen Rd, Sidcup, DA15 9NB or by ordering online at <https://www.jkclothing.net/>

JK Clothing will also come into the school on a termly basis to operate a “pop-up” shop for parents to buy items directly from them in the hall.

Most supermarket chains and high street clothing retailers offer a wide range of non-branded uniform items at very competitive rates.

## 5. Second-hand Uniform



**1.4 MILLION** wearable school uniforms are thrown away each year

- 5.1. As well as the option for parents to purchase new school uniform from JK Clothing, Rockcliffe Manor Primary School offers its own termly Renew-uniform Shop, selling clean, high-quality second-hand school uniform at a pay as you feel cost. Second-hand uniforms offer many benefits for all parents in addition to extending the life of garments and being more sustainable. As a school, we accept donations of school uniform through the school office.
- 5.2. Our school ‘Friends of Rockcliffe’ also offer a “preloved uniform sale” each half term where freshly cleaned second-hand uniform can be purchased at discounted prices.

## 6. Expectations for our School Community

### 6.1. Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- 6.1.1. On the school premises.
- 6.1.2. Travelling to and from school.

- 6.1.3. At out-of-school events or on trips that are organised by the school, or where they are representing the school.

## 6.2. 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:

- 6.2.1. Clean.
- 6.2.2. Clearly labelled with the child's name.
- 6.2.3. In good condition.

Parents can contact Mrs Cook, Headteacher, or the school leadership team if they want to request an amendment to the Uniform Policy in relation to:

- 6.2.4. Their child's protected characteristics.
- 6.2.5. The cost of the uniform.

The school will work closely with parents to arrive at a mutually acceptable outcome.

## 6.3. Staff

Staff will work closely with parents and pupils to ensure that pupils are in the correct school uniform. If it is noticed that a pupil is consistently not in the correct uniform, the class teacher will, in the first instance, discuss this with parents and carers. The school is committed to working with families in a mindful and considerate manner to find mutually acceptable solutions.

## 6.4. Trust Leaders

Trust Leaders will review this policy and make sure that it:

- 6.4.1. Is appropriate for the school's context.

- 6.4.2. Is implemented fairly across the school.
- 6.4.3. Considers the views of parents and pupils.
- 6.4.4. Offers a uniform that is appropriate, practical and safe for all pupils.