



ALMOND HILL JUNIOR SCHOOL
GOVERNING BODY

UNIFORM POLICY

Full Governing Body	December 2022
Date for Review	December 2025

Ethos

At Almond Hill, we have an agreed school uniform. We believe that uniform fosters a sense of identity and belonging, promotes the ethos of the school and sets an appropriate tone for the academic and educational expectations of the school.

Our Policy

At Almond Hill, we have agreed to follow the non-statutory government guidance and to have a uniform policy. This policy outlines the expectations around appearance and the fair approach we take to managing the sourcing and funding of uniforms.

By creating a common identity amongst all pupils, regardless of background, a school uniform can act as a social leveller. It can reduce bullying and peer pressure to wear the latest fashions or other expensive clothes. If, however, the uniform is too expensive it can place an unreasonable burden on families. Furthermore, if a distinction can be made between those who can afford it and those who cannot, this can reduce the benefits of a uniform and has the potential to negatively impact attendance, access and participation, and lead to bullying. Consideration of the cost of uniform has been given high priority when making decisions.

The Governing Body of Almond Hill ensures that in developing this uniform policy, it complies with the Human Rights Act of 1998 and Equality Act of 2010, as well as the Safeguarding and Health and Safety Requirements set out in additional policies.

As set out in correspondence to parents, the expectations around uniform are as follows;

For our standard uniform (from September 2022) we would like all children to wear the following:

Standard

- red cardigan or jumper*
- White polo shirt* (children in year 6 may wear a shirt and tie)
- Black trousers or skirt
- In summer, children may wear red and white gingham dresses.
- Black shorts/skirts
- Plain black shoes/trainers
- Black/red tights preferred

PE kit

- Red crew neck t-shirt (no collar)*
- Black shorts for summer and black jogging bottoms for winter
- Children can wear their usual red school jumper or black sweatshirt/hoody
- Black unbranded tracksuits for PE are preferred

*items can have the Almond Hill logo on but without is absolutely fine.

In September 2022, we worked to streamline our uniform offer to make this easier for parents to source. Of course, if you have already purchased a red-colour t-shirt or have one ready and waiting from an older sibling, then you are more than welcome to send your child wearing the red-coloured t-shirt until it no longer fits them.

During extreme weather, we may take the decision to 'relax' our uniform expectations to ensure children are comfortable. For example, allowing children to wear PE kits during very hot weather.

Jewellery and Hair Accessories:

Only stud earrings and watches are allowed, no other jewellery should be worn. Whilst we appreciate that hair style is a parental choice, we ask all parents to support our policy of no fashion styles for school e.g. shaving patterns into hair or colour in hair.

The Logo

My Clothing supply Almond Hill Junior School uniform complete with embroidered school logos. This can be ordered directly through their website. We do not insist on uniform with the Almond Hill logo and understand for some parents, this is not affordable. The uniform is comfortable and practical. However, parents are welcome to source uniforms from any shop, provided the colours match those in our expectations and many choose to do this, as a way of uniform being cost effective. We are mindful of the equality act and open to engaging in conversations around diversity, should they present themselves.

Recycling and Reusing

We accumulate lots of unclaimed school uniform. It is really important that all uniform is clearly labelled to allow lost items to be returned to your child. As a result, we keep a large, clean, stock of used uniforms in all sizes and these are available to any child who loses an item of uniform and to support our families who require replacements due to circumstances. We hold monthly uniform sales and ask for a voluntary donation of 50p which will be given back to the school. We understand that uniform can be costly and this can have a big impact on parents, particularly those on low incomes or larger families and we hope that by offering these sales, that relieves some of the pressure on parents. This also supports our aims to be more environmentally friendly.

Religion and Beliefs

The school will always be sensitive to the needs of different cultures, races and religions and will act reasonably in accommodating these, without compromising safety or discipline within the school. We believe any concerns in this regard can be addressed through dialogue and understanding.

Flexibility and Non-Discrimination

Children will not be discriminated against, in terms of uniform expectations, based on cost or availability (eg a boy and a girl should have the same expectations in terms of cost and availability). Children with protected characteristics will not be discriminated against. Individual needs and requirements will be addressed on an individual basis, through dialogue, reasonable adjustments and fair decision making, in a discrete and thoughtful way.

Protected characteristics include (but are not limited to):

- Sex
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment

Complaints and Disputes over Uniform

Where there is a complaint about the school's approach or policy on school uniform, the complaint procedure, as is published on the website, should be followed. Concerns and complaints can be made with ease and the school will work with parents to find an acceptable outcome. Any concerns over the quality of uniform from the agreed supplier, will result in direct dialogue with the supplier, should these concerns be justified. Uniform is inclusive and where there are concerns around pupils with protected characteristics, these will be considered carefully by the Headteacher and Governing Body in a discrete and fair way.

Non-Compliance

Where there are serious breaches of the school policy which are not based on fair or reasonable factors or concerns, the school will follow the behaviour policy in a fair and proportionate way and no pupil will be penalised for decisions beyond their control.

Other Support with the Cost of School Uniforms

Local authorities and trusts might choose to provide school clothing grants to help with the cost of school clothing in cases of financial hardship.