



A proud member of



# School Uniform Policy

|                       |                   |       |
|-----------------------|-------------------|-------|
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| <b>Date of review</b> | September 2027    |       |
| <b>Approved by:</b>   | (CoG)             | Date: |
|                       | (EHT)             | Date: |

*The school is committed to safeguarding and promoting the wellbeing of all children and expects our staff and volunteers to share this commitment.*

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## 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is affordable, practical and offers best value for money for parents and carers.
- Explain how we will avoid discrimination and make reasonable adjustments in line with our legal duties.
- Clarify which uniform and PE items are compulsory, optional, branded and non-branded.
- Ensure that uniform requirements support pupils' attendance, inclusion, safety and wellbeing.

## 2. Meadow View Academy's Legal Duties Under the Equality Act (2010)

Meadow View Academy will apply this policy consistently and in accordance with the Equality Act 2010 and other relevant legal duties. The school will not discriminate unlawfully on the basis of a protected characteristic.

To support equality and inclusion, Meadow View Academy will:

- Avoid prescribing uniform by sex. Pupils may wear any of the permitted uniform options.
- Ensure that uniform requirements and costs are applied fairly to all pupils.
- Allow long hair and appropriate hairstyles, subject only to reasonable requirements for safety, learning and participation.
- Recognise that hair and hairstyles may be associated with race, religion, culture or other protected characteristics, and apply hairstyle expectations in a non-discriminatory way.
- Allow religious garments, including headscarves, where appropriate.
- Consider reasonable changes to swimwear for religious, medical, sensory or equality-related reasons.
- Make reasonable adjustments for pupils with disabilities, sensory needs, medical needs or other relevant individual needs.
- Consider requests for adaptations on equality grounds on a case-by-case basis.

Parents/carers should contact the school office on 0121 366 6182 to discuss an adjustment. Requests will be considered by senior leaders in consultation with the pupil and family as appropriate.

## 3. Limiting the Cost of School Uniform

- Meadow View Academy will have regard to the Department for Education statutory guidance on the cost of school uniform. Affordability will not be a barrier to applying to, attending or participating fully in school.
- From 1 September 2026, the school will comply with the legal limit of no more than three compulsory branded items of school uniform and PE kit in total for primary pupils. A branded item includes an item bearing the school or Trust name/logo, or an item with distinctive characteristics that substantially restrict where it can be purchased.

The school will:

- Keep compulsory and optional branded items to a minimum.
- Clearly identify which items are compulsory and which are optional.
- Permit generic, non-branded alternatives wherever an item is not compulsory branded uniform.
- Consider whether a branded item is necessary and whether a lower-cost alternative could achieve the same purpose.
- Avoid overly specific requirements for coats, bags, shoes and other items pupils may also use outside school.

- Avoid unnecessary differences in uniform between year groups or for extra-curricular activities.
- Avoid frequent changes to uniform specifications and minimise the financial impact of any changes.
- Give high priority to cost, quality, durability and sustainability when making supplier arrangements.
- Avoid single-supplier arrangements unless there is a clear and justifiable reason, and review supplier arrangements regularly.
- Consult parents/carers and pupils on significant proposed changes.

## Second-hand uniform

The school will ensure that opportunities to acquire second-hand uniform are freely accessible to families. Current arrangements and information about how to obtain second-hand uniform will be published on the school website and can also be obtained from the school office. Families experiencing financial difficulty are encouraged to contact the school confidentially so that available support can be discussed.

## 4. Expectations for School Uniform

### 4.1 Everyday uniform

Pupils should wear the following standard uniform. Branded versions may be offered, but a branded item is only compulsory where this policy expressly states that it is compulsory. Generic alternatives shown below are permitted.

| Item                                                                                 | Requirement                                    | Notes                                                                               |
|--------------------------------------------------------------------------------------|------------------------------------------------|-------------------------------------------------------------------------------------|
| Purple sweatshirt or cardigan                                                        | Compulsory; branded or plain generic permitted | Pupil needs one suitable purple outer layer; families are not required to buy both. |
|  |                                                |                                                                                     |
| White polo shirt                                                                     | Compulsory; branded or plain generic permitted | Plain white polo shirts are acceptable.                                             |
|  |                                                |                                                                                     |
| Grey trousers / tailored shorts / skirt / pinafore                                   | Compulsory choice of suitable item             | Non-branded.                                                                        |

|                                                                                   |                      |                                                                                   |                                                                                    |                                                                                     |
|-----------------------------------------------------------------------------------|----------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|  |                      |  |  |  |
| Purple gingham summer dress                                                       | Optional alternative | seasonal                                                                          | Non-branded.                                                                       |                                                                                     |
|  |                      |                                                                                   |                                                                                    |                                                                                     |

## 4.2 Footwear

Pupils should wear secure, smart school shoes suitable for safe movement around school. Boots are not normally permitted indoors. Where a pupil requires different footwear because of disability, medical, sensory, religious or other relevant needs, the school will consider an appropriate adjustment.

## 4.3 Physical Education

Pupils should wear clothing that enables safe and full participation in PE. The required PE kit is:

- Plain white cotton crew-neck T-shirt. A school-branded version may be available but is optional; a plain generic version is permitted.
- Black sports shorts.
- Black tracksuit, which may include a hooded sweatshirt, for appropriate activities/weather.
- Black plimsolls for indoor PE where required.
- Appropriate trainers for outdoor PE.
- Appropriate swimwear for swimming lessons.

Reasonable adaptations will be considered for religious, medical, disability, sensory or other equality-related needs. Clothing described as fashion or active/fitness wear that is unsuitable for safe participation or inconsistent with the above requirements should not be worn as school uniform.

### Active / Fitness Wear:

Please note that 'active/ fitness wear', such as the example of shorts to the right of this section, is not permitted in school.



## 4.4 Jewellery and watches

On health and safety grounds, we do not allow children to wear jewellery at Meadow View Academy. The exceptions to this rule are small studs in pierced ears. We ask the children to either remove or tape up these objects during PE and games. If a child wishes to have their ear(s) pierced, we ask that this be

carried out at the beginning of the summer holiday, so that the healing process is complete by the time school starts again in September and the ear stud can be removed. In the rare cases when a child cannot remove their ear studs, parents or carers must provide plasters/tape so that the child can apply these to cover ear studs during PE lessons. If they are not covered the child may be restricted with what they can partake in during PE lessons.

Inexpensive watches may be worn; however, if a watch is designed for games, taking photos or making disruptive noises (i.e., smart watches) they should not be worn for school.

#### **4.5 Hair, make-up and nails**

Hairstyles should allow pupils to participate safely and fully in teaching and learning. Hair may be required to be tied back for practical or safety reasons. Styles containing inappropriate writing or symbols are not permitted. Hair accessories should be practical and reasonably discreet. These expectations will be applied fairly and with due regard to protected characteristics.

Make-up and nail varnish should not normally be worn during the school day. Reasonable adjustments will be considered where appropriate.

#### **4.6 Seasonal and adverse weather**

Pupils should have suitable outerwear for cold, wet or changeable weather. Early Years pupils require appropriate outerwear because outdoor learning forms part of the curriculum.

During hot, sunny weather, pupils should be protected by suitable measures such as a plain sun hat or cap, sunscreen applied at home and suitable sunglasses that meet applicable safety standards.

The school will take a sensible and proportionate approach during extreme or adverse weather and may temporarily relax or adapt uniform requirements where this supports pupils' health, safety, comfort and attendance.

#### **4.7 Attendance and uniform difficulties**

A difficulty with uniform should not become an unnecessary barrier to attendance or participation. Where a pupil does not have the correct uniform, staff will seek to understand the reason, offer appropriate support and work with the family towards a practical solution. Short-term flexibility may be agreed where appropriate.

### **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 speak to their class 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 / carers are asked to contact the school office and request contact from a member of the school's Senior Leadership Team 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/carers 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/carers 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 opportunity to comply, but will follow up with the Senior Leadership Team if the situation does not improve.

Ongoing breaches of our uniform policy will be addressed via the Uniform Breach protocol in Appendix 1.

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.

### 5.4 The Local Governing Body

The Local Governing Body 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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The Local Governing Body 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.

## 6. Monitoring and Review

This policy is reviewed annually by the Executive Head Teacher and Head of School. At every review it will be approved by the Governing Body in line with its statutory duties and as delegated by the Lighthouse Multi Academy Trust.

## 7. Links with Other Policies

This policy links to the following policies and procedures:

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

## 8. Appendix 1: Uniform Policy Breach Protocol

The purpose of this protocol is to resolve uniform difficulties through communication and support. It is not an automatic sanctions ladder. Staff retain discretion to respond proportionately to individual circumstances.

| Stage | Action | Record / support |
|-------|--------|------------------|
|-------|--------|------------------|

|                                |                                                                                                                                                                                    |                                                                                       |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| First occurrence               | Class teacher speaks with the pupil, identifies the circumstances and, where appropriate, contacts the parent/carer. A practical solution and any required support are explored.   | Record on the school system where appropriate.                                        |
| Second occurrence              | Phase Leader reviews the circumstances with the family and considers whether further support, temporary flexibility or an adjustment is required.                                  | Record actions and agreed support.                                                    |
| Third occurrence               | Parent/carer may be invited to meet an Assistant Head Teacher to agree a plan for resolving any continuing difficulty.                                                             | Review equality, SEND, medical, financial and safeguarding factors before escalation. |
| Fourth / continuing occurrence | Deputy Head of School or Head of School reviews the case with the family. Further action will be proportionate and consistent with the Behaviour Policy and relevant legal duties. | Senior leader records the outcome and any ongoing support.                            |

**Important:** At every stage, staff will consider whether non-compliance arises from financial hardship, SEND, disability, medical need, religion or belief, another protected characteristic, safeguarding concerns or circumstances outside the pupil's control. Support and reasonable adjustments will be considered before escalation.