

CAMBRIAN

Nurturing Growth - Inspiring Minds



School Uniform Policy

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This document applies to all academies and operations of Cambrian Learning Trust.

www.cambrianlearningtrust.org

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In this document:

Parent refers to:

- Any person who has parental responsibility for a child / young person
- Any person who has care of a child / young person (i.e. lives with and looks after the child/young person)

1. 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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, John Blandy will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in.
- 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex or gender.
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with medically supported sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Elliott, Headteacher, via

office@jbl.cambrianlt.org, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

3. Limiting the cost of school uniform

John Blandy Primary school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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 good price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents
- Is machine washable

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, by not insisting that any of our uniform has the John Blandy logo on it eg: jumpers/PE t-shirts
- Limiting items with distinctive characteristics to low-cost and/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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

4.1. Our school's uniform

Please see Appendix A

4.2. Where to purchase it

Second Hand Uniform sales occur regularly throughout the year.

If you need second hand uniform at any point in the year, please contact Friends of John Blandy at: friendsofjohnblandy@gmail.com or via the school office: office@jbl.cambrianlt.org, who will be happy to be able to help provide this.

Uniform is also available from any local supermarket or high-street retailer (we do not insist on branded logos) or items with the school logo can be purchased from: PMG Schoolwear - <https://www.pmgsschoolwear.co.uk> 01895 809321

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 Suzanne Elliott, Headteacher, if they want to request an adaptation of the uniform policy in relation to their protected characteristics.

5.2. Parents

Parents 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 Suzanne Elliott, Headteacher, via office@jbl.cambrianlt.org if they want to request an adaptation of 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 wherever possible
- Dealt with in accordance with our school's complaints policy if necessary

John Blandy Primary school will aim to work closely with parents to arrive at a mutually acceptable outcome.

5.3. Headteacher, Leadership and Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and their parents breaching the uniform policy the opportunity to comply but will follow up with senior leaders/the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with under the school's Behaviour policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff and leaders will take a mindful and considerate approach to resolving the situation.

5.4. Local Governing Committees (LGCs)

The LGC will review local arrangements and make sure that this policy:

- Is appropriate for the 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 Governors 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 arrangements

This policy will be reviewed locally by LGCs annually and approved by Trustees every 3 years.

Appendix A

School Uniform Information

Wearing a uniform helps children feel part of our school community. It demonstrates a commonality and a respect for the institution within which the children belong. This can only be achieved if the below is adhered to. Thank you for your support.

Uniform

Tops

- White shirt or polo shirt
- School sweatshirt or cardigan (logos optional)



Bottoms

- Grey/Black trousers or shorts or culottes (knee or below)
- Grey/Black skirt or pinafore dress (knee or below)
- Blue and white checked gingham dress



Footwear

- Plain grey, navy or white socks
- Black shoes (not trainers/sportswear).
- White, blue or black sandals in summer can be worn (with socks).
- NOT permitted: Heels, 'slip on' ballet style shoes, boots (plain black ankle boots in extremely cold weather will be permitted; Heavy tread boots are NOT permitted, e.g., Dr. Martens style)



PE (Physical Education)

- Plain white T-shirt, black shorts or jogging bottoms/leggings (cold weather)
- Plain black/navy blue hoodie/jumper
- Socks and trainers
- NO large logos on clothing
- Long hair must be tied back
- Earrings removed or covered by plasters
- Trainers



Swimming (Year 5/6 only)

- Appropriate swimwear should be worn including one piece swimming costumes/swimming trunks. No bikinis or Bermuda style trunks to be worn.
- Swimming hats MUST be worn
- Goggles may be worn

Jewellery

- Silver or Gold single ear-studs in the lobe only
- Make-up (including false eyelashes) and nail varnish are not permitted at school. No false/gel nails. Nails should be short, natural and unvarnished.
- Simple watch on the wrist that does not include apps, camera, games, etc.

Hair cut/ style

- Hair should be of natural colour- dyes and highlights are not permitted
- Style and cut should be appropriate for school- shaved patterns and Mohicans are not permitted
- We champion the Halo Code (please see website link below for further information)
- Long hair (shoulder length or longer) should be tied up; hair bands and head bands should be small and discreet

Book Bag: A book bag must be brought into school and taken home each day in Reception & KS1

Water Bottle: A named water bottle must be brought into school each day

Uniform with the school logo is available from:

- <https://pmgschoolwear.co.uk/contact.php>
- Second hand uniform sale organised by Friends of John Blandy (please see website link below for further information) and can also be requested at any time from the school office office@jbl.cambrianlt.org

For further and more detailed information, please visit our website at

<https://www.johnblandyprimary.org.uk/school-uniform/>

John Blandy Primary School
The Halo Code

John Blandy Primary School champions the right of staff and pupils to embrace all Afro- hairstyles. We acknowledge that Afro-textured hair is an important part of our Black employees' and pupils racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We celebrate Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

At John Blandy Primary, we recognise and celebrate our colleagues' and pupils' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on an employees or pupils ability to succeed.

1. Race-based hair discrimination is illegal under the Equalities Act 2010. Workplaces such as schools have the right to enforce a dress code as long as it is fair and does not unduly discriminate against any staff and pupils. Policies and practices that prohibit hairstyles which are primarily used to maintain Afro-textured hair can lead to indirect discrimination.

2. The Halo Code focuses on hair textures and styles most commonly associated with the Black community. The term Black has historically been used as a racial and political label. Here, we use it to refer to members of the African diaspora, including those with mixed heritage, who as a result of their ancestry have Afro-textured hair.
3. The Halo Code is a gender neutral policy.
4. In order to embody the spirit of The Halo Code, all staff are encouraged to familiarize themselves with different Afro-textured hairstyles and their cultural significance, and to avoid labelling Afro-textured hair with terms such as messy, unprofessional, or inappropriate.
5. The Halo Code does not prevent workplaces from issuing additional guidance around Afro-texture hair and protective styles if applied consistently across all students and staff, including:
 - That head wraps and scarves should reflect other elements of the uniform code as such, it should be navy blue in colour.
 - That hair be tied up for health and safety reasons, such as during sports, science labs, or to avoid trip hazards.
 - That hair that contains ribbons should be discreet.