



*Learning together, valuing all,  
enjoying and achieving*

# School Uniform Policy

Revised and Updated: July 2022

Signed by Chair of Governors: *Martin Duke*

Date: 6 July 2022

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## **Statement of intent**

North Lakes School and its community share in a positive School Vision which states that we are:

A caring school community, where everyone can grow, learn and adapt for the future to achieve personal success.

Our School Mission is to be:

An inspirational and motivated team who are dedicated to:

- Valuing and developing the personal character of all learners
- Ensuring high quality teaching of a deep and rich curriculum
- Broadening horizons and widening opportunities for all

...through building strong relationships, and engaging all members of the community in a warm, diverse and inclusive environment.

North Lakes School believes that a consistent school uniform policy is vital to promote the ethos and vision of the school. It provides a visible expression of our standards and a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for learning.

## 1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

## 2. Roles and responsibilities

The governing body is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing body.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

### **3. Cost principles**

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether

costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or team colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings. All children in the same family join the same school team.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on school suppliers processes can be found in Section 6 below.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

## 4. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## 5. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy.

To make a complaint, parents should refer to the Complaints Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## 6. School Uniform supplier

Our current school uniform suppliers are:

- SS: Sam Scotts, 14 Little Dockray, Penrith CA11 7HL  
01768 866961
- LE: Lakeland Embroidery, 4 Middlegate, Penrith CA11 7PG  
01768 899095

Our school uniform supplier accepts school uniform assistance vouchers.

Non-branded items are commonly available at many retailers including many supermarkets.

## 7. Uniform assistance

Cumbria County Council supports vulnerable families who are entitled to Free School Meals in meeting the costs of school uniform. Uniform assistance is provided via a voucher for up to £50 that can be spent on school clothing.

To claim school uniform assistance, parents must be eligible for FSM. See more detail here:

<https://cumbria.gov.uk/childrensservices/schoolsandlearning/freeschoolmeals.asp>

North Lakes School also assists parents in two other ways:

**SWAP SHOP:** Parents are invited to donate their child's uniform when they no longer need it, and a free exchange of items can be made through the school office via the uniform "swap shop."

**PRE-LOVED ITEMS:** "Pre-loved" school uniform items are for sale priced £1 from the school office on request verbally or by email. More well-worn items may be provided free of charge.

## **8. Non-compliance**

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, is permitted to ask a pupil to briefly go home to remedy breaches to the school's uniform.

When deciding whether to allow a pupil to return home, the school considers the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents.

Where a pupil has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'.

If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.

Parents will be notified in all cases.

## **9. School uniform**

### **School colours**

Our school colours are as follows:

- Purple
- White
- Black or Grey

### **Clothing**

The school uniform is shown overleaf:

Supplier Key: SS - Sam Scott's LE - Lakeland Embroidery

Supplier Key: SS - Sam Scott's LE - Lakeland Embroidery

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
<b>Regular school uniform</b>				
Purple Sweatshirt with school logo	Required: sweatshirt or cardigan	School logo on right-hand side	Branded sweatshirt and cardigan available from school suppliers and "pre-loved" from school office	SS: £12:00 LE: £11:50
Purple Cardigan with school logo		School logo on right-hand side		SS: £14:00 LE: £12:75
White Polo Shirt with school logo	Optional	School logo on right-hand side	Available from school suppliers, and "pre-loved" from school office	SS: £9:00 LE: £8:50
Plain White Polo Shirt	Alternative to school logo version	No branding	Available from regular retailers eg Asda, Sainsbury's	Prices vary
Grey or black trousers, <b>or</b> leggings, <b>or</b> grey skirt, <b>or</b> tailored shorts <b>or</b> pinafore	Required	No branding	Available from regular retailers eg Asda, Sainsbury's	Prices vary
Lilac/Purple gingham summer dress	Optional	No branding	Available from regular retailers eg Asda, Sainsbury's	Asda £6 Sainsburys 2@£11
Sensible, plain black shoes or plain black trainers	Required	No branding	Available from regular retailers eg Sports Direct	Prices vary
Wellington boots to access the school field	Optional	Optional	Any retailer	Prices vary
<b>PE kit</b>				
Plain white t-shirt	Required	No branding	Available from regular retailers	Prices vary
Plain black shorts	Required	No branding	Available from regular retailers	Prices vary
School PE Bag	Optional	School name (printed)	Available from school office	£2.50
<b>Accessories: combined in Welcome Pack @ £5:00 (subsidised by School Fund)</b>				
School water bottle	Required	Team colours, school sticker	Available from school office	£3:50 £4:50 to replace
School book bag	Required	School logo		£2 £2:50 to replace

**High heels** are not permitted; however, block heels of no more than 3 cm can be worn.

**Skirts** must be of reasonable length. No very short skirts should be worn, and jeans or **black jeans** are not permitted.

Parents are responsible for ensuring their child brings their PE kit to school when needed.

### **Jewellery**

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A sensible wrist watch.

“Smart watches” with internet capability are not permitted. Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

### **School bags**

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

### **Hairstyles**

The school reserves the right to make a judgement on where pupils’ hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil’s scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school’s Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied back during the school day, and especially during PE. Thank you.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Tram lines or extreme contrast hair cuts.
- Headwear with bold patterns or colours; excessive hair accessories.

## **Makeup**

Make up, including nail varnish and acrylic nails, are not permitted in school.

## **10. Adverse weather**

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.

Pupils are advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

## **11. Labelling**

All pupils' clothing and footwear must be clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in the relevant cloakroom area. All lost property is retained for one week and is disposed of or recycled if it is not collected within this time.

## **12. Monitoring and review**

This policy is reviewed every two years by the PDBA Committee and the headteacher.

The scheduled review date for this policy is June 2024

