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# Manor Primary Academy

## Uniform Policy

## Document Control

<b>Document Title</b>	Uniform Policy
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<b>Reviewed by</b>	Simon Robson
<b>Department/Subject</b>	
<b>Document Status</b>	Approved
<b>Approval</b>	Local Governing Body of Manor Primary Academy
<b>Publication Date</b>	Summer 2025
<b>Review Date</b>	Summer 2026
<b>Issued to</b>	Website

## Version Control

<b>Version</b>	<b>Date</b>	<b>Amended by</b>	<b>Comments</b>
2	November 2024	Simon Robson	Only dates changed
3	June 2025	Simon Robson	Dates and Fierté logo

# Introduction

## Aims and Values

The Aims of this policy are to:

- Set out our approach to uniform, ensuring reasonable costs and value for money for parents and carers.
- Clarify our expectations for school uniform at Manor Primary Academy.

Our reasons for requiring a uniform include:

- Promoting a sense of pride in the school
- Engendering a sense of community and belonging as part of a school community
- Children wearing practical and smart clothing that makes them feel ready to learn
- Identification of children as part of our school
- Prevention of the distractions of 'fashion' in lessons
- Allowing children to feel equal to their peers in terms of appearance regardless of wealth or cultural background

## Equality Duty under Equality Act 2010

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

To avoid discrimination, our school will:

- Avoid listing uniform items based on gender, to give all pupils the opportunity to wear the uniform they feel most comfortable with.
- Make sure the uniform costs the same for all pupils.
- Allow pupils to style their hair as they choose within the parameters set out below.
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural items that parents have agreed with the headteacher in advance
- Allow for other adaptations to the uniform on the grounds of equality with the agreement of the headteacher

# Uniform and Appearance

## Manor Primary Academy uniform consists of:

- White polo neck T-shirt (*with or without the Manor logo*)
- Red sweatshirt, jumper or cardigan (*with or without the Manor logo*)
- Grey or black school trousers, shorts, skirt or pinafore
- Grey socks or tights
- Black school shoes (*in winter, boots may be worn to school, but pupils need to change into school shoes on arrival. Some classes may have the option of changing into slippers in the classroom*)
- Red/white checked summer dress with white or grey socks or tights

## PE Kit consists of:

- Plain black PE shorts or plain black jogging bottoms
- Red T-shirt (*with or without the Manor logo*)
- Plain black crew neck sweatshirt (**No hoodies**) or black and red training top (*available with school logo*)
- Black pumps or trainers (*Trainers must be 'mostly black' as plain black can be hard to find*)

PE kit to be worn on PE days and days when children are staying for after school sports clubs.

We currently use the following on line suppliers:

- <https://schoolwearuk.co.uk/>
- <https://myclothing.com/>

## Forest School kit:

- Children will need wellingtons that are named. These can be left in school for the period of the Forest School unit.
- Waterproof coat or overalls.
- Long trousers and long-sleeved top/s to reduce scratches, stings from nettles etc.
- Several layers are best as these can be removed depending on the weather.
- Hats and gloves in cold weather

Children will get muddy and smoky from the fire so old clothes are best.

Depending on the timing of the sessions, children will either need to come in Forest School kit and bring school uniform to change into, or come in uniform and bring Forest School kit to change into after lunchtime.

## Jewellery

As a general rule, jewellery is not part of our uniform and is **not permitted** to be worn or brought into school by children. Exceptions to this are:

- Watches and fitness bracelets (*these should be of low value and are at the parent/carers own risk*)
- If children have pierced ears then small plain stud earrings may be worn. (*We would ask that parents and carers plan any piercings for the start of the 6 week summer holiday so they can be removed by the time pupils return to school*)

Any jewellery must be removed for PE, Forest School and sports clubs and kept by the child in their bag or tray at their own risk. If children are unable to remove their own earrings they must be removed before they come to school that day. If children have earrings in, parents will be called to come and remove them. If they are not available the child will observe the lesson but not take part in any physical activity.

## Hairstyles and accessories

- Hair should be one natural colour (*No hair dye*)
- The style should be appropriate for school with no obstructed vision, tramlines, patterns or sculpting.
- Boys and girls with hair that reaches their shoulders should have this tied back
- Hair bands and bows should be black, red or white to match the uniform and be of reasonable size

## Make up

- Make up and nail varnish should NOT be worn to school and children will be asked to remove this. If necessary, parents/carers will be called in to help remove it.

## Non-compliance with this uniform policy

Information for parents about school uniform is available [here](#) on GOV.UK

- The parents of children who do not comply with this policy will be contacted and requested to bring in a change of clothes for their child.
- Items of jewellery will be confiscated and parents will need to collect this from the school office.
- Persistent and defiant non-compliance with the policy by pupils will be dealt with through appropriate sanctions in line with the school's behaviour policy.

# Limiting the Cost of School Uniform

We will make sure our uniform is of reasonable cost and value for money by:

- Not limiting the uniform to branded items or materials, allowing parents to shop around for good value.
- Minimising the 'specialist' items required as far as possible.
- Keeping uniform the same through school so it can be passed on from older to younger pupils.
- Making sure arrangements are in place for parents to acquire second hand uniform.
- Avoiding frequent or unnecessary changes in uniform
- Consulting with parents when significant changes to the uniform are proposed
- Headteacher to carefully consider reasonable requests to allow items of non-uniform on a short term basis e.g. for medical reasons or if shoes break in the last week of term.

## Roles and Expectations of our School Community

### 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 organized by the school or where they are representing the school (unless stated otherwise by the organiser)

### Parents and carers

Parents and carers are expected to make sure their child/ren has the correct uniform and PE kit and they are:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents and carers are also expected to communicate any requests for adaptations to the uniform to the headteacher on arrival at school in the morning or by email. This will normally be resolved at this stage with a mutually acceptable outcome. Any further dispute will be dealt with in accordance with our school's complaints policy.

## Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the policy, an opportunity to comply. Any continued breaches will be referred to the Headteacher. In cases where financial hardship has resulted in a pupil not complying with the policy, staff will take a mindful and considerate approach to resolving the situation.

## Governors

The governing body will review this policy every two years (or sooner if changes are needed) and make sure that it:

- is appropriate for the school context
- is implemented fairly across school
- takes into account the views of pupils and parents
- offers a uniform that is appropriate, practical and safe for all pupils