



School Uniform Policy

June 2023

Policy History

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Statement of intent

North Cheshire Jewish Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

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, is affordable, and provides the best value for money for both 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 a way that sets an appropriate tone for education. We provide a complete list of the items required for children's school uniform in this policy and on our website. We ask for the co-operation of parents in following this policy and ensuring that pupils are appropriately dressed for all aspects of school life.

1. Legal framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

2. Roles and responsibilities

The governing board 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, inclusive, and does not disadvantage any pupil because 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 in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

The headteacher is responsible for:

- Enforcing the school's uniform rules 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 board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, 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 an exemption to the uniform rules for a period of time, with a reason 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 will ensure 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 requirements do 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.
- Looked After Children (LAC) and Previously Looked After Children (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.

Variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours will be kept to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep 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, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this.

This may include:

- Ensuring branded items are longer-lasting and unlikely to be worn out quickly
- Making donated second-hand uniform available for purchase at a lower price.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements.

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

4. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

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

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

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics.

As an orthodox Jewish school girls are required to wear skirts and boys a school kippah as part of their school uniform.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

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

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

6. School uniform supplier

The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality. The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform. The school will order new uniform in small batches when uniform is ordered via the online Scopay system.

7. Uniform assistance

The governing body recognises the need to ensure that the uniform is affordable and will work with the school and the PTA to ensure schemes such as 'pre-loved' sales are in place. These will be well publicized, through newsletters and the PTA Facebook group. Sales will regularly take place in the hall. Parents will be invited to donate their child's uniform when they no longer need it.

Parents can also contact the school office for uniform assistance. For parents to claim school uniform assistance, their children should be eligible for FSM. The budget for the school uniform assistance scheme will be derived from pupil premium funds.

The school will also ensure that parents and carers know about any local authority schemes that can provide school clothing grants or other help towards the cost of school clothing. The governing body is committed to its obligations to accommodate reasonable religious or cultural requirements within the official school uniform and to ensure it is not discriminatory on the grounds of gender, race, religion or belief.

8. Non-compliance

Parents will be contacted to discuss non-compliance with uniform.

The headteacher, or a person authorised by the headteacher, will liaise with parents if there are any concerns over school uniform.

9. School uniform

School sweatshirts, cardigans, PE t-shirts and polo shirts can be ordered at anytime using the online Scopay system as well as book bags and kippot.

www.scopay.com/northcheshirejewishpri/

A full uniform list, order form in Appendix One and prices can be found on our [school website uniform page](#):

On the day children have PE can they attend school in their PE kit and wear their school sweatshirt or cardigan or for KS2 the optional badged sweat top with hood.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A smart and sensible wrist watch may be worn.
- Jewellery must not be worn during Physical Education / Swimming lessons.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Make up and fashion jewellery are not acceptable or appropriate for school. Long hair must be tied back; nail polish and visible, temporary tattoos are not appropriate in school and should not be worn.

Bags

An NCJPS school bag must be used by all Reception and Year 1 pupils.

From Year 2, pupils must use an appropriately-sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

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

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Shoes

Children spend a long time in school and we want them to have healthy, happy feet! Children of all ages enjoy running and playing on the climbing equipment; shoes should be flat and provide good foot support. They should be black in colour. Boots should not be worn in school and in winter children should bring indoor shoes if walking in boots. Trainers, flip-flops and 'croc's' are not appropriate footwear in school.

From KS2 Astro Turf trainers are required for use on our main Astro pitch. These can be purchased from a range of retailers, sports shops etc.

Hairstyles and headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school 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 cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly-coloured dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

10. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside
- During extreme heatwave temperatures the headteacher may advise lighter clothing – e.g. Girls wearing their summer dress or PE kit. Boys wearing school or PE shorts with a PE t-shirt
- Pupils will be advised not to wear any jumpers or blazers during heatwaves.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers.
- Trousers (boys), or skirts and thick tights (girls).

11. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the the school office. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

12. Monitoring and review

This policy will be reviewed annually by the chair of governors and the headteacher. The next scheduled review date for this policy is June 2024

Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

13. APPENDIX ONE: Uniform list and order form

NCJPS UNIFORM LIST

<u>GIRLS</u>	WINTER UNIFORM (Required)	<ul style="list-style-type: none"> • Grey tunic or skirt • White badged or plain polo shirt • School V-neck badged sweatshirt or School cardigan • Grey or navy tights or knee length socks • Coat – any colour (dark/navy is most practical) and with fastening that your child can manage independently • Black sensible shoes (Velcro straps recommended) No boots • Hair – shoulder length/long hair should be tied back with dark blue or black bobbles, slides or ribbons
	SUMMER UNIFORM (Optional)	<ul style="list-style-type: none"> • Light blue/white check summer dress • School badged sweatshirt or cardigan • White knee length or ankle socks • Coat/rainproof – any colour (dark navy/black is most practical) and with fastening that your child can manage independently • Black sensible shoes (velcro straps recommended) No open-toed sandals • Hair: Shoulder length/long hair should be tied back with dark blue or blue/white check bobbles, slides or ribbons
	PE (Required)	<ul style="list-style-type: none"> • Navy round neck badged t-shirt • Navy or black shorts or skirt • Black pumps or trainers (velcro recommended) • Spare socks • Navy joggers or leggings
<u>BOYS</u>	WINTER UNIFORM (Required)	<ul style="list-style-type: none"> • Grey trousers • White badged or plain polo shirt • School badged V-neck sweatshirts • Grey or navy socks • Coat – any colour (dark navy/black is most practical) and with fastening that your child can manage independently • School kippah • Tzitzit (optional)
	SUMMER UNIFORM (Optional)	<ul style="list-style-type: none"> • Grey trousers or grey knee length shorts • (Rest as per winter uniform)
	PE (Required)	<ul style="list-style-type: none"> • Navy round neck badged t-shirt • Navy or black shorts • Black pumps or trainers (Velcro recommended) • Spare socks • Navy joggers

An NCJPS school bag must be used by all Reception and Year 1 children.

Key Stage 2 children may wear the badged sweatshirt with a hood as an option for PE

We ask that the sweatshirt/cardigan is branded with the school logo, but all other items do not require branding, so are available from supermarkets, clothes shops, etc at competitive prices.

NCJPS SCHOOL UNIFORM ORDER

ITEM	SIZE	HOUSE COLOUR	No of ITEMS	COST	TOTAL	SIZES AVAILABLE
V Neck Badged Sweatshirt (Required)				See SCOPAY / the school website for latest prices		3-4 years; 5-6 years; 7-8 years; 9-10 years and 11-12 years X Small Adult and Small Adult
Badged Cardigan* (Optional)						3-4 years; 5-6 years; 7-8 years; 9-10 years and 11-12 years X Small Adult and Small Adult
Badged Sweat top with hood for PE (KS2 only) (Optional)						9-11 years and 12-13 years
Badged Polo Shirt (Optional for the badged version but a generic plain white polo shirt is required)						3-4 years; 5-6 years; 7-8 years; 9-10 years and 11-12 years X Small Adult and Small Adult
Badged Round Neck Navy Blue PE T-Shirt (Required)						3-4 years; 5-6 years; 7-8 years; 9-10 years and 11-12 years X Small Adult and Small Adult
School Kippot (Required for boys)						
School Book Bags (Reception and Y1) (Required)						
				TOTAL		

ORDERS MUST BE PLACED AS SOON AS POSSIBLE

Payment can be made via Scopay (if you have a child currently in the school) or by Bank transfer to:

North Cheshire Jewish Primary School, Sort Code 30-13-90, Account Number 00996562.

Please use your child's name as the reference.

CHILDS NAME: _____

TELEPHONE NUMBER: _____

Telephone School Office for more information on 0161 282 4500 or

email: office@northcheshire.stockport.sch.uk