



## Millfield Primary School

### Uniform Policy

<b>Date</b>	<b>Revised amendment details</b>	<b>By whom</b>
May 2022	Approved by TEFAT Board	Trustees
September 2022	Implemented by school	Principal
May 2025	Review subject to any required statutory updates	Ops Group

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## Elliot Foundation Academies Trust Values

### 1. Put children first

- a. We trust and value your professionalism
- b. We share the responsibility for the learning and welfare of all of our children
- c. Our purpose is to improve the lives of children

### 2. Be safe

- a. Don't assume that someone else will do it
- b. Look after yourself, your colleagues and all children
- c. We are all responsible for each other's safety and well being
- d. Discuss any concerns with an appropriate member of staff

### 3. Be kind & respect all

- a. People are allowed to be different as are you
- b. Kindness creates the positive environment we all need to flourish
- c. This kindness should extend to ourselves as well as to others

### 4. Be open

- a. If you can see a better way, suggest it
- b. If someone else suggests a better way to you, consider it
- c. We exist to nurture innovators and support those who take informed risks in the interests of children

### 5. Forgive

- a. We all make mistakes
- b. Admit them, learn from them and move on

### 6. Make a difference

- a. Making the world a better place starts with you
- b. Model the behaviour that you would like to see from others

## Related policies and documents:

- [Millfield Behaviour statement](#)
- [TEFAT's Equality and Diversity Policy](#)
- [TEFAT's Anti-bullying policy](#)
- [TEFAT's Concerns and Complaints policy](#)
- [DfE School uniforms guidance \(non-statutory\)](#)
- [Education \(Guidance about Costs of School Uniforms\) Act 2021](#)
- [School Information \(England\) Regulations 2008](#)
- [Human Rights Act 1998](#)
- [The Equality Act 2010](#)

## Definitions

Where the word 'Trust' is used in this document it refers to The Elliot Foundation Academies Trust.

Where the word 'Parent' is used in this document it refers to all those with parental responsibility, including guardians and carers.

## 1. Policy aims and objectives

This policy aims to ensure that Millfield Primary is effective in ensuring all members of the school community are aware of the uniform requirements.

The objectives of this policy are:

- To clarify the benefits of having a school uniform, namely:
- To set a high expectation and standard for personal appearance
- To create a sense of belonging and cohesion for the school community, regardless of background
- To set an appropriate tone and mindset for education and being in school
- To provide a safe and secure environment, reducing opportunities for bullying or peer pressure to wear the latest fashions or other more expensive clothing
- To evidence regard for our obligations under the Human Rights Act 1998 and the Equality Act 2010, thereby ensuring that this policy is as inclusive as possible
- To ensure that the total cost of the school uniform, taking into account all items of uniform or clothing parents will need to provide while their child is at the school and including items in their PE kit, is reasonable and secures the best value for money for parents

## 2. Human rights, equality and discrimination

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics; which include sex, religion or belief, race (including colour, nationality, ethnicity or national origin), disability and gender reassignment.

This policy aims to be as inclusive as possible taking into consideration the protected characteristics of all pupils within the school community. By doing this the school is fulfilling its obligation not to unlawfully discriminate.

As a school, we are therefore sensitive to the requirements of specific items of dress code required by religious beliefs. We recognise that pupils have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner. We will at all times act reasonably in accommodating such needs, without compromising important Trust or school policies, such as school safety or discipline.

### 3. Responsibilities and Roles

The Trust will:

- Ensure this policy meets obligations under the Human Rights Act 1998 and the Equality Act 2010
- Demonstrate consideration to cost of uniforms and value for money through this policy
- Ensure that schools meet the statutory requirements in regard to second-hand uniform provision

The Principal and staff will:

- Ensure the implementation of this policy, supporting the wellbeing, safety and comfort of all pupils
- Assess the overall cost implications of this policy and assess any impact of variations or changes to the uniform, avoiding frequent changes to the uniform requirements; this may include engaging with uniform suppliers to ensure value for money
- Ensure this policy, and information regarding the availability of second-hand uniform, is available on the school website for parents

Parents will:

- Ensure their child wears the appropriate school uniform smartly and correctly
- Approach the school if they have concerns about the uniform or acquiring uniform, particularly in relation to protected characteristics or cost of the uniform

Pupils will:

- Ensure they are wearing the appropriate and correct uniform whilst in school and being transported to and from school and on school trips
- Take pride in their appearance and take an ambassadorial role for the school

### 4. Ensuring Value for Money

The government statutory guidance is [here](#).

We will ensure that our uniform is available at a reasonable cost and secures the best value for money for parents.

Uniform items can be purchased from supermarkets or other uniform shops. Additionally uniform with the school logo may be purchased from Price & Buckland using this [link](#).

## 5. Uniform Requirements

Our requirements for uniform are as below:

- White/pale blue shirt or polo shirt
- Royal blue sweatshirt/cardigan
- Grey/black skirt/pinafore dress
- Grey/black trousers/tailored shorts (No leggings)
- Blue check dress (summer)
- Grey/black tights

For PE our requirements are:

- Plain dark t-shirt and dark shorts (not football tops)
- Plain sweatshirt and jogging bottoms (for outdoor PE)
- Trainers

Shoes, boots or sandals can be worn, and these should be dark in colour. Plain black trainers are also permitted, although this does not include “high top” trainers.

## 6. Provision of second-hand uniforms

To ensure that all parents and carers are able to provide the required uniform second-hand uniforms will be made available by the school.

As a school, we ensure second-hand uniform is available to purchase each half term at 50p per item. Unclaimed lost property is also available at the end of each term at no cost.

## 7. Pupil non-compliance

Repeated breaches of the Uniform Policy will be dealt with in line with our behaviour and safeguarding policies.

So as to avoid indirect discrimination reasonable adjustments will be made, as appropriate, for pupils with a protected characteristic. This should be discussed directly with the school in the first instance and careful consideration given to any such request.

## 8. Concerns relating to this policy

Concerns about uniforms should be resolved locally and in accordance with the Trust [Concerns and Complaints Policy](#).