



Manchester  
Communication  
Primary  
Academy

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# Manchester Communication Primary Academy

## School Uniform Policy

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## Approval History

This document has been prepared within	Manchester Communication Primary Academy (MCPA)
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Owner	MCPA
Signature of Approval	<i>Signed copy on file</i>

## Revision History

Revision Date	Summary of changes	Owner/Editor

## Contents

- [1. Aims 3](#)
2. Our school's legal duties under the Equality Act 2010
3. Limiting the cost of school uniform
4. Expectations for school uniform
5. Expectations for our school community
6. Monitoring arrangements
7. Links to other policies

### 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, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- 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, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with 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/carers to get in touch with the headteacher, 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

Our 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/carers' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers
- Is practical for the activities for which it is worn

We will do this by:

- Only suggesting that 2 items have a logo: The PE fleece and the school jumper
- Providing 1 of both items for free when a child starts school with us
- Providing 'swap shop' facilities to swap said items for a larger size (pre-loved) held in stock.
- Permitting the wearing of trainers (provided that they are all black) so that they can be worn outside of school and on PE days
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags
- Only having a different jumper for Y6, which is provided free of charge
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

- A school jumper (or cardigan). Green for N-Y5, black for Y6. Jumpers without logos which match the colour and style of school jumpers may be worn.
- A plain white collared t-shirt or shirt
- Black or grey pinafore dress
- Blue or green gingham playsuit or dress
- Black or grey school trousers
- Black or grey shorts
- Black footwear
- Maximum 1 pair of stud earrings, no other jewellery.

PE days:

- - School fleece
- - Plain white t-shirt
- -Plain black jogging bottoms
- -Trainers

In addition, we ask that all parents provide a water bottle, which is see-through and contains water.

## 4.2 Where to purchase it

Pre-loved uniform is available from the school swap-shop.

Uniform can be purchased from Ziggy's, which is found next to Asda on Rochdale Road: [Ziggys Schoolwear Manchester | Quality School Uniform & P.E Kits](#)

## 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 the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 5.2 Parents and carers

Parents and carers 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/carers 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
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

### 5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. If children are wearing incorrect uniform, staff will contact home to ask if they would like to bring alternative, or if school can provide it. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the senior leadership team.

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

## **5.4 Governors**

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

## **6. Monitoring arrangements**

This policy will be reviewed every 3 years by the headteacher.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy