

Uniform Policy

Rookery School



Approved by <u>Full Board of Trustees</u>	Date May 2025
Next review date May 2026	

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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
- 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
- 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 or Deputy Headteachers via enquiry@rookeryschool.co.uk, 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

Rookery 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.

Rookery School understands 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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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

Rookery School Uniform	
Rookery sweatshirt/cardigan with embroidered logo	
 Rookery Sweatshirt	 Rookery Cardigan
White polo/shirt/blouse	
	

Black trousers/skirt with plain black or grey socks
or



Waterproof coat

Black school shoes or **plain** black trainers
(no boots, black trainers with coloured logos or soles or football boots)

PE Kit

PE Kit is not required for Nursery children
To be worn on your PE day

Royal Blue tracksuit with embroidered **logo**



Royal blue tee shirt



Trainers/plimsolls with non-marking soles
(no football studded shoes)

Stud earrings only (must be covered for PE)

- No nail varnish
- No makeup
- No oversized hair accessories
- No jewellery such as necklaces or bracelets
- No smart watches

- Long hair must be tied back

*Summer uniform may be worn during Autumn term until October half term and again in Summer 1 and Summer 2 term, after Easter break.

As all children will be wearing the same items of clothing, parents must ensure that all items are clearly labelled with the child's name.

4.2 Where to purchase it

Uniform can be purchased from: All non logo items can be purchased from a variety of supermarkets.



Where To Find Us:	Opening Times:
● Gogna Schoolwear Junction 2 Industrial Estate Unit 1B Demuth W Oldbury B69 4LT ● Gogna Schoolwear 67-69 Rookery Road Handsworth Birmingham B21 9QU ○ Tel: 0121 523 5572	● TERM TIME: Monday - Friday 10.00am to 5.00pm Saturday 9.00am to 5.00pm Sunday Closed ● SUMMER HOLIDAYS: Monday - Saturday 9.00am to 6.00pm Sunday 12.00noon to 3.00pm Bank Holiday 10.00am to 3.00pm ○ sales@gogna.me



VISIT
Our store to try on all you need.



RESERVE
Your uniform for only £20 deposit.



PAYMENTS
In instalments over the summer holidays.



COLLECT
Your uniform after final payment.

Gogna 0% interest free plan
Designed to spread the cost for our families

Second hand uniform can be requested from the pastoral team.

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 or Deputy Headteachers at enquiry@rookeryschool.co.uk 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 also expected to contact Headteacher or Deputy Headteachers at enquiry@rookeryschool.co.uk if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

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. 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 Headteacher or Deputy Headteachers.

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 Trustees

The Board of Trustees 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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed by the Headteacher annually. At every review, it will be approved by the Board of Trustees.

7. Links to other policies

This policy is linked to our:

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