



**KING EDWARD VI  
ACADEMY TRUST  
BIRMINGHAM**



**KING EDWARD VI  
KING'S NORTON  
SCHOOL FOR BOYS**

## Uniform Policy

<b><i>Committee</i></b>	LGB
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## Contents

Statement of intent.....	3
1. Legal framework.....	4
2. Roles and responsibilities.....	4
3. Cost principles .....	5
4. Equality principles .....	6
5. Complaints and challenges.....	7
6. School uniform supplier .....	7
7. Uniform assistance.....	8
8. Non-compliance .....	8
9. School uniform .....	9
9.1 Shoes .....	9
9.2 School Tie*.....	9
9.3 School Blazer* .....	9
9.4 Trousers.....	9
9.5 Jumper.....	9
9.6 School Shirt .....	10
9.7 Jewellery.....	10
9.8 Hairstyles and headwear.....	10
9.9 Equipment.....	10
9.10 PE kit and equipment.....	10
10. Labelling Uniform.....	10
11. Compliance .....	11
12. Adverse weather .....	11
13. Monitoring and review .....	11

**Statement of intent**

King Edward VI King's Norton School for Boys (KNSB) 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 students, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, "uniform" includes the following elements of students' 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, Headphones and other accessories.

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 students, is affordable, and provides the best value for money for both the school and students' families.

We believe that students 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.

## **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'

This policy operates in conjunction with the following school policies:

- Behaviour Policy
- Equality, Equity, Diversity and Inclusion Policy
- Complaints Procedures Policy

## **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 student because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students 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.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The Senior Leadership team are 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 student 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.
- Supporting sensible and reasonable adaptation if appropriate, e.g. for a student who has a broken arm and requires a loose-fitting shirt.

All staff are responsible for:

- Ensuring that students dress in accordance with this policy at all times, supporting those who require support and monitoring standards over time.
- Where appropriate to their role, disciplining students who are in breach of this policy.
- Ensuring that students 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.
- Labelling uniform with student names.

Students are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Discussing with their Form tutor if they have a lost, forgotten or missing item of uniform and carrying a yellow slip to alert other staff that this is being dealt with.
- Looking after their uniform as appropriate, looking for it if they lose it.
- 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 students, 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, students at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform.
- LAC and 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 student, 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.

The school will keep variations in school uniform for different groups of students, e.g. year group-specific items or house colours, to a minimum to ensure that students 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:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be worn out quickly, e.g. ties.
- 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 students, 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. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and students 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 students 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 students are consulted over any changes to school uniform, and that, where appropriate and with students' consent, views and advice are sought specifically from students, and parents of students, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have evidenced SEND and/or sensory needs (this does not include a preference to wear an alternative item that is similar)

Amendments to uniform must outweigh the benefit of all a consistent uniform policy and the benefit that has to the maintenance of good behaviour around the school.

Information on how the school ensures its uniform policy does not discriminate against students with specific protected characteristics is outlined below.

Gender

N/A – we are a single sex school

Religion and belief

To avoid disproportionately impacting students of a certain religion, belief or culture, the school will ensure that there is flexibility to allow students 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 reasonable requests for amendments to the uniform for these purposes; however, the needs and rights of individual students 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 students 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 student'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 student's culture or ethnic origin, e.g. Turbans

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 students with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these students. This includes:

- Ensuring that those elements of the school uniform that are close fitting (e.g., trousers, socks, shirts) are non branded so that they can be tailored to the needs of the student. e.g., use of soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for students whose medical conditions may impact how they dress, e.g. students with casts who require loose-fitting clothing or students with hair loss-related conditions who wish to wear head coverings. N.B. The majority of these adaptations are likely to be short term.

### **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**

For branded items there are a number of school suppliers to encourage competitions and keep prices in check:

Clive Mark

38 – 40 Poplar Road Kings Heath Birmingham B14 7AD

T: 0121 444 7623

Midland Schoolwear

Unit 9, 1160 Warwick Road Acocks Green Birmingham B27 6BP

T: 0121 707 2033

Kid's Essentials

762 Bristol Road South Northfield Birmingham B31 2NN

T: 0121 477 0736

The governing board and headteacher will work to ensure that the items are procured as cheaply as possible by requesting standard-style items from the supplier rather than more intricate and unique designs. KNSB will also ensure that there is a more affordable option available to families wherever possible.

#### **7. Uniform assistance**

The school has always supported disadvantaged families who require additional help. Families in need should contact the school reception or email [enquiry@KNSB.co.uk](mailto:enquiry@KNSB.co.uk). The required support will be on a case by case basis.

The school uniform supplier will accept school uniform assistance vouchers. However we any family struggling with the cost of uniform

[Rubery Schools Community Swop Shop \(ruberyswopshop.co.uk\)](http://ruberyswopshop.co.uk)

have more affordable reused stock and KNSB has also donated a significant amount of uniform to support their endeavour to provide reused, recycled and re-purposed quality uniform.

#### **8. Non-compliance**

Staff will be permitted to discipline students for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, will be permitted to ask a student to briefly go home to remedy breaches to the school's uniform. When deciding whether to allow a student to return home, the member of staff will consider the student's age and vulnerability, the length of time it will take, and the availability of the student's parents. A parent will always be contacted before sending the student home – if contact with the student's parent cannot be made, the student will remain in school.

Where a student has been sent home to rectify uniform breaches, any absence will be recorded as 'authorised'. If a student repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence will be recorded as 'unauthorised'.

Parents will be notified of students' breaches of school uniform via the My Child at School (MCAS) App.



## 9. School uniform

Uniform and appearance is really important to us, it demonstrates that our students are proud to be a King's Norton boy.

An \* denotes a need for branded items from School Suppliers

All students in Years 7-11 should wear:

### 9.1 Shoes

Black (not trainers or trainer shoes and no logos)

Please be aware that some shops, including shoe shops, market trainer shoes as school shoes.

If you are unsure if the shoes you are considering meet our expectations please feel free to contact the school before you purchase them. You can send a photo of the shoes to [enquiry@KNSB.co.uk](mailto:enquiry@KNSB.co.uk)



### 9.2 School Tie\*

Dark blue with light blue stripes. \*(Supplied by our listed School suppliers)

### 9.3 School Blazer\*

The blazer is dark blue and single breasted with the school badge sewn on to the pocket. Our school blazer is a compulsory part of our school uniform \*(Supplied by our listed School suppliers)

### 9.4 Trousers

Trousers should be grey or black in colour, of normal width in the leg, and not jeans or jeans material.

### 9.5 Jumper

A plain navy blue 'V'-necked jumper is an optional part of the uniform. School crest versions are available from suppliers, though a plain version is acceptable.

N.B. Hoodies are not permitted in school

### 9.6 School Shirt

School shirts should have a collar and should be white or light blue in colour.

### 9.7 Jewellery

We discourage body and facial piercing. We allow a single stud in each ear lobe to be worn.

Chains can be worn around the neck but must be underneath the shirt and may need to be removed for PE lessons.

N.B. Headphones should not be used in school, certainly not at social time.

### 9.8 Hairstyles and headwear

The school reserves the right to make a judgement on whether a student'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 student by virtue of their protected characteristics.

Students 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.

N.B. unnatural coloured hair and caps are not permitted in school.

### 9.9 Equipment

All students should carry the basics: Two black pens, pencil, ruler, rubber, and a pencil case in a full-size bag. More specialist equipment may become useful as students move through the school.

### 9.10 PE kit and equipment

Branded items that need to be bought from a school supplier. These are excellent quality and durable. They are used extensively in our PE lessons.

- The reversible Rugby top

Items that are available as branded but plain alternatives are allowed and are popular with our families:

- White polo shirt
- Navy blue shorts

Items that are required but branded options are not available to reduce price

- Sky blue football/rugby socks
- Sports trainers
- Studded football or rugby boots
- Shin pads
- Mouth guard (for rugby)

N.B. The PE department carry a stock of donated items that can be used by students. If you are finding replacing an item difficult, please get in touch with them.

## 10. Labelling Uniform

Please make sure that all articles of clothing are marked with the boy's name. We have significant amounts of lost property each year that we are unable to return as it is not named.

Uniform for students in Years 7-11 must be worn on all journeys to and from school and on journeys (away matches, visits, etc) in school time, unless otherwise informed.

### **11. Compliance**

Students should comply with the uniform code and wear their uniform with pride. If they do not the SDfL system will be used to record and sanction repeated infringements.

### **12. Adverse weather**

Our usual practice is to make adaptations in the event of adverse or unusual weather. We will communicate any adaptations with students and families. Labelling and lost property

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

Any lost clothing will be taken to the lost property box in 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.

### **13. Monitoring and review**

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

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