



## School Uniform Policy

### Policy Approval

<b>Policy Title:</b>	School Uniform Policy					<b>Date written:</b>	November 2022		
<b>Written by:</b>	Aaron Leach (Headteacher)					<b>New or revised policy:</b>	Revised		
<b>Stakeholders consulted in policy production:</b> (✓ or x)	<b>Governors</b>	<b>SLT</b>	<b>Teaching Staff</b>	<b>Support Staff</b>	<b>Admin Staff</b>	<b>Parent/Carers</b>	<b>Pupils</b>	<b>Local Community</b>	<b>External Agencies</b>
	✓	✓	✓	✓	✓	✓	✓		✓
<b>Implementation:</b>	<b>Date of ratification:</b>			<b>Date presented to staff:</b>			<b>Date of renewal:</b>		
	6th December 2022			12th December 2022			December 2024		
<b>Published on:</b> (✓ or x)	<b>School Website</b>			<b>School Prospectus/Induction Materials</b>			<b>Staff Handbook</b>		
	✓			✓			✓		



We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Health and Safety at Work Act 1974
- Education Reform Act 1988
- Education Act 1996
- School Standards and Framework Act 1998
- Human Rights Act 1998
- Learning and Skills Act 2000
- Special Educational Needs and Disability Act 2001
- Equality Act 2010
- Education Act 2011

The following documentation is also related to this policy:

- Equality Act 2010: Advice for Schools (DfE)
- School Uniform in Multiracial Schools (NFER)
- School Uniform Guidance (DfE)
- Race Disparity Audit - Summary Findings from the Ethnicity Facts and Figures Website (Cabinet Office)

We strongly agree with the former Secretary of State for Education Nadhim Zahawi that, 'School uniform provides a sense of identity and community for children and young people, and should be a real source of pride. But it must never be a burden for parents or a barrier to pupils accessing the education.' (November 2021)

We have decided, after consultation with parents/carers, pupils, school staff and member of the local community, to have a school uniform for our pupils as we feel it plays an important part in:

- supporting positive behaviour and discipline;
- developing and promoting the ethos of the school;
- providing a sense of belonging and identity;
- supporting teaching and learning;
- promoting a sense of pride in the school;
- promoting a sense of community and belonging towards the school;
- promoting equality;
- supporting health and safety;
- setting an appropriate tone for education; and
- creating a common identity amongst pupils regardless of background and therefore acting as a social leveler

We believe school uniform helps reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

We acknowledge that we have an obligation under the Human Rights Act 1998 to protect and to accommodate the rights of individuals to display their religious or cultural dress. Any request based on social or cultural grounds for pupils to wear other items of clothing, other than or in addition to the specified school uniform, will be considered.

We are aware that a greater number of pupils are questioning their gender identity than in the past. Therefore, our policy is gender neutral and caters for those pupils who do match clothing to gender as well as those who do not.

We believe we have a moral duty to keep costs low for our parents/carers. Therefore, we will ensure that our school uniform is affordable, and provides best value. We will also provide a platform for parents/carers to access preloved school uniform, completely free of charge.

We have a moral duty to ensure that:

- school uniform is affordable;
- all items of uniform including PE kit will be costed and taken into account;
- no pupil will be discouraged from participating in any aspect of school life, such as inter-school competitions, because of the cost of additional uniform requirements;
- branded items are kept to a minimum;
- uniform supplier arrangements give the highest priority to cost and value for money including the quality and durability of the garment;
- second-hand uniforms are available for parents/carers to acquire.

We will continue to consult with parents/carers, pupils, school staff and members of the local community in order to gauge their views regarding any changes to the present school uniform. Parents/carers and pupils will be informed well in advance of any changes to this policy coming into effect.

Annually we will consider:

- the cost of school uniforms;
- using a variety of suppliers;
- only stipulating basic items and colours for uniforms so that they can be bought from a range of suppliers;
- limiting logos on items and accepting iron-on or sew-on versions;
- promoting uniform exchange or recycling schemes;
- being flexible during extreme weather conditions, for example allowing pupils to wear their PE kits in very hot weather;
- ensuring that items of clothing are gender neutral;
- flexibility in relation to uniform to meet the needs of a pupil who is undergoing gender reassignment;
- allowing any pupil to wear a skirt or trousers;
- helping those families in need with the cost of uniforms;
- allowing pupils to decide what they wear to school based on what promotes their wellbeing.

We will work closely with our Junior Leadership Team to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil

partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

### **Policy Aims:**

- To ensure pupils wear school uniform in order to support positive behaviour and discipline, to develop the school ethos and to support effective teaching and learning.
- To ensure school uniform is affordable and will never be a burden for parents/carers or a barrier to pupils accessing education.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and the local authority to share good practice in order to improve this policy.

### **Responsibility for the Policy and Procedure**

#### **Role of the Governing Body**

The Governing Body has:

- delegated to the Headteacher the responsibility of implementing and maintaining this policy;
- delegated powers and responsibilities to the Headteacher to ensure all school staff and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Inclusion/Equalities Link Governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring this policy is made available to parents/carers;
- the responsibility of involving the Junior Leadership Team in:
  - ☐ determining this policy with the Governing Body;
  - ☐ discussing improvements to this policy during the school year;
  - ☐ organising surveys to gauge the thoughts of all pupils;
  - ☐ reviewing the effectiveness of this policy with the Governing Body.
- nominated a link governor to:
  - ☐ visit the school regularly;
  - ☐ work closely with the Headteacher and the coordinator;
  - ☐ ensure this policy and other linked policies are up to date;
  - ☐ ensure that everyone connected with the school is aware of this policy;
  - ☐ attend training related to this policy;
  - ☐ report to the Governing Body every term;
  - ☐ annually report to the Governing Body on the success and development of this policy.
- responsibility for the effective implementation, monitoring and evaluation of this policy.

## **Role of the Governing Body**

The Headteacher will:

- work in conjunction with the Senior Leadership Team to ensure all school personnel, pupils and parents are aware of and comply with this policy;
- consider these factors when developing or reviewing this policy:
  - ☐ Assess the overall cost implications
  - ☐ Assess the impact variations of the present uniform
  - ☐ Avoid frequent changes
  - ☐ Consider how costs affect different groups of pupils
  - ☐ Engage with parents/carers and pupils
  - ☐ Avoid needing additional uniform for extra-curricular activities
  - ☐ Engage with uniform suppliers
- ensure this policy is:
  - ☐ published on the school website;
  - ☐ available for all parents/carers including prospective pupils;
  - ☐ easily understood
- consider these factors when tendering for a uniform contract:
  - ☐ Views of parents and pupils
  - ☐ Timing
  - ☐ Uniform specification
  - ☐ Delivery
  - ☐ Sustainability and ethical supply chains
- ensure arrangements are in place so that second-hand uniforms are available for parents/carers to acquire;
- ensure support for school clothing to help with the cost in cases of financial hardship;
- ensure parents/carers have the choice of purchasing school uniform directly from the school or from shops on the high street or online;
- ask all staff to report any pupil who does not comply with this policy;
- impose sanctions for non-compliance with school uniform;
- write to parents/carers of pupils abusing this policy asking for their support before any further sanctions are imposed
- process any complaints received in the appropriate way as stated in the school's complaints policy;
- report to the Governing Body the number of pupils who abuse this policy;
- make effective use of relevant research and information to improve this policy;
- work closely with the Link Governor and uniform coordinator;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy by speaking with pupils, school staff, parents/carers and governors;
- annually report to the Governing Body on the success and development of this policy.

## **Role of School Staff**

School staff will:

- comply with all aspects of this policy;
- lead by example dressing appropriately in line with the school's staff dress code;
- be of a neat and tidy appearance;
- report any pupil who does not comply with this policy;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community.

### **Role of our Pupils**

Pupils will:

- be aware of and comply with this policy by wearing correct uniform;
- be polite and well behaved at all times;
- show consideration to others;
- liaise with the Junior Leadership Team about any improvements to this policy;
- take part in questionnaires and surveys.

### **Role of Parents/Carers**

Parents/carers will:

- be aware of and comply with this policy by ensuring their children wear school uniform at all times;
- be contacted if their child is not wearing the correct uniform;
- ensure that their child's uniform is clean and good repair;
- be asked to take part periodic surveys conducted by the school.

### **School Uniform**

#### **Winter uniform consists of...**

- A blue jumper or cardigan.
- Grey trousers, a grey skirt or pinafore.
- A white polo shirt or shirt with a tie.
- Black shoes or black ankle boots.
- **Trainers are strictly not allowed.**

#### **Spring/Summer uniform consists of...** (the items listed above and/or:)

- Grey shorts.
- A blue gingham summer dress.
- Black shoes, white, blue or clear jelly shoes.
- **No trainers/Converse/pumps are allowed.**

#### **PE kit...**

- We encourage the children to come to school wearing their PE kits on their designated PE day. They should wear a blue jogging suit over their PE kit.
- A blue hoody or zip up top.
- Blue tracksuit bottoms.
- A white polo shirt or white round neck t-shirt.
- Blue shorts.
- Black plimsoles or black trainers.
- **Football kits are not allowed.**

There are lots of uniform combinations for parents/carers to choose from. We have produced an informative infographic designed to show parents/carers what acceptable school uniform looks like.

### **Hair, make-up and piercings...**

- Make up, including nail polish, should not be worn.
- Pupils who have pierced ears may wear a discreet stud in one or both ears. These must be removed during PE lessons for safety reasons.
- Jewellery is not part of our school uniform and therefore should not be worn. Pupils will be asked to remove any items of jewellery and these will be kept safe and sent home at the end of the day.
- Extremes in hairstyle are to be avoided. Hair should not be dyed any non-natural colour, i.e. pink, blue, green etc.

### **Footwear...**

This is an important aspect of our school uniform. Please see the photos below, illustrating which footwear is acceptable. Our school allows:

- All black, plain, leather, polishable shoes (like those pictured below).
- White, blue or clear jelly shoes (in the Spring/Summer).
- Plain, black ankle boots (in the Winter).



We do **NOT** allow:

- Trainers (apart from black trainers) on your child's designated PE day, with their PE kit.
- Canvas pumps.
- Coloured or embroidered fashion shoes.



School Uniform Infographic



Polo, cardigan and skirt.



Pinafore, shirt/tie and cardigan.



Pinafore and shirt/tie.



Summer dress and cardigan.



Summer dress.



PE tracksuit (zippy), cap and plimssoles.



PE kit with hoody.



PE kit (polo, shorts and plimssoles).



Polo, jumper, trousers and shoes.



Polo, trousers and shoes.



Polo, jumper, shorts and shoes.



Shirt/tie, shorts and shoes.



Shirt/tie, jumper, shorts and shoes.



PE tracksuit (hoody), cap and plimssoles.



PE kit with zippy.



PE kit (round neck, shorts and plimssoles).



## **Sanctions**

We will take appropriate action if any pupil does not adhere to this policy. But first we will discuss with the pupil and/or the parent/carer the reason why in order to establish a way forward.

## **Complaints**

We have in place clear procedures to deal with any complaint made against the school or individuals connected with it. We take any complaint seriously and we deal with them professionally following set procedures. Please see the school's complaints procedure for further information.

## **Raising Awareness of this Policy**

We will raise awareness of this policy via:

- School Handbook/Prospectus;
- School website;
- Staff Handbook;
- Meetings with parents/carers such as introductory, transition, parent-teacher consultations and periodic curriculum workshops;
- School events;
- Meetings with school staff;
- Written communications with home such as weekly newsletters and of end of half term newsletters;
- Headteacher reports to the Governing Body;
- Information displays in the main school entrance;
- Text messages;
- Email;
- Social media.

## **Training**

We:

- have in place appropriate training for this policy that is undertaken by a registered training provider that covers:
  - ☐ All aspects of this policy
  - ☐ Physical Education
  - ☐ Swimming
  - ☐ Educational Visits
  - ☐ Social Events for Pupils
  - ☐ Equal opportunities
  - ☐ Inclusion
- ensure the content of all training is correct, delivered well and engages staff as we believe that the more engaging training is, the better the outcomes that we need to measure.

## **Monitoring the Implementation and Effectiveness of the Policy**

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

We believe this school policy:

- is an essential part of the school;
- supports staff in managing certain situations;
- forms an important framework that will ensure consistency in applying values and principles throughout the establishment;
- provides guidance, consistency, accountability, efficiency, and clarity on how the school operates;
- provides a roadmap for day-to-day operations;
- ensures compliance with laws and regulations, gives guidance for decision-making, and streamlining internal processes;
- is designed to influence and determine all major decisions, actions and all activities taking place within the boundaries set by them;
- stems from the school's vision and objectives which are formed in strategic management meetings.