



Curiosity Compassion Courage

# School Uniform Policy

Our small school community welcomes everyone and aspires to meet the needs of all through high expectations, Christian Values and compassionate support. We strive to create a firm foundation for all to fulfil their potential as future citizens of the world. Our challenging and exciting learning environment enables everyone to go forward as champions of compassion, curiosity and courage.

## School Uniform

Date	Review Date	Author	Committee
March 2017	September 2018	S Kay	Pupils and Staffing to be implemented in September 2017
November 2018	Autumn 2021	S Kay	Pupils and Curriculum 2018
January 17, 2023	Spring 2026	S Kay	Pupils and Curriculum 2023

We believe this policy relates 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:

- School Uniform in Multiracial Schools (NFER)
- School Uniform Guidance (DfE)

We have decided, after consultation with parents/carers, pupils, school personnel, community groups, local religious leaders and the Local Authority, to have a school uniform for pupils as we feel it plays an important part in supporting positive behaviour and a sense of belonging as well as developing the ethos of the school and supporting teaching and learning.

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 try to keep uniform costs affordable for parents. Therefore, we will ensure that our school uniform is flexible and provides best value and that it will be sustainably sourced.



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

We wish to work closely with the Pupils and 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 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.

## 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 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 personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- delegated the Pupils and Curriculum Committee 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;



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- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- responsibility for the effective implementation, monitoring and evaluation of this policy

## Role of the Headteacher

The Headteacher will:

- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- ask all staff to report any pupil who does not comply with this policy;
- make enquiries with parents/carers when there is regular non-compliance with school uniform;
- process any complaints received in the appropriate way as stated in the school's complaints policy;
- work closely with the Pupils and Curriculum Committee with respect to this policy;
- provide leadership and vision in respect of equality;
- provide guidance and support to staff in respect to this policy
- monitor the effectiveness of this policy;
- Promote the use of our 'pre-loved' uniform store, along with the PFA.

## Role of the Pupils and Staffing Committee

The Pupils and Curriculum Committee will:

- work closely with the Headteacher;
- ensure this policy and other linked policies are up to date and reviewed regularly.
- ensure that everyone connected with the school is aware of this policy;

## Role of School Personnel

School personnel will:

- comply with all aspects of this policy;
- lead by example dressing appropriately as outlined in the School Handbook for Staff;
- be of a neat and tidy appearance;
- Raise awareness of any pupil who regularly does not comply with this policy to the Head Teacher/DSL
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;



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- report any concerns they have on any aspect of the school community

## Role of Pupils

Pupils will:

- be aware of and comply with this policy by wearing correct uniform;
- take part in questionnaires and surveys with respect to this policy

## 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;
- support the school Behaviour Code and guidance necessary to ensure smooth running of the school e.g. "Have the Right Equipment at the Right Time in the Right Place."
- be asked to take part periodic surveys conducted by the school with respect to this policy.



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## School Uniform

	Uniform
Daily Uniform	Grey or black trousers/shorts or skirt/skorts School sweat shirt with badge or Burgundy jumper/sweat shirt/cardigan with or without badge or School Hoodie White or Burgundy Polo Neck Shirt Grey pinafore dress Red and white checked dress in Summer
Foot Wear	Flat Black Shoes – no open toes Black, white or grey socks Black, grey or burgundy tights
Jewellery	No necklaces or bracelets Sleepers or stud earrings only
Hair	No extreme hair cuts No permanent dyes or two-tone colours

Sports	Uniform
PE Clothing	Black shorts or Black jogging bottoms Burgundy/White T-shirt (with or without badge)
PE Foot Wear	Indoor: Black plimsolls Outdoor: trainers suitable for the field Plimsolls should not be worn on the field
Eyewear for PE	Glasses should normally be removed for PE, however, in some cases, where eyesight is severely restricted arrangements should be made with the Class Teacher AND Head Teacher.

Where possible, children playing in Sports competitions will be given Uniform Kit by the school.

## Consequences

We will take appropriate action if any pupil does not adhere to this policy e.g. in the case of forgetting PE Kit, this will be recorded in the usual way in classrooms (on our PE register) as it is part of our Behaviour Code: "Have the right equipment at the right time in



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the right place.” We encourage parents or carers to talk to staff or write a letter if there is any temporary change in a child’s uniform e.g. wearing trainers when shoes have worn out and/or new ones cannot be purchased straight away.

Under no circumstance will any pupil be sent home for non-compliance with this policy.

If any parent or carer needs clarification about any of the above, the Head Teacher should be contacted.

## 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. (See Complaints policy)

## Raising Awareness of this Policy

We will raise awareness of this policy via:

- the school website
- the Staff Handbook
- meetings with parents such as introductory and parent-teacher consultations school events
- meetings with school personnel
- communications with home such as weekly newsletters
- reports such annual report to parents and Headteacher reports to the Governing Body

## Training

All school personnel:

- have equal chances of training, career development and promotion receive training on this policy on induction which specifically covers:
  - All aspects of this policy
  - Physical Education
  - Swimming
  - Educational Visits
  - Equal opportunities
  - School visits



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- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

## Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

## Monitoring the Effectiveness of the Policy

Annually (or when the need arises) the effectiveness of this policy will be reviewed by the coordinator, the Headteacher and the nominated governor and the necessary recommendations for improvement will be made to the Governors.

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. (See Policy Evaluation)

## Linked Policies

▪ Equality	▪ PE Policy
▪ Dress Code (Staff Handbook)	▪ Health & Safety
▪ Complaints	

<b>Headteacher:</b>		<b>Date:</b>	
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<b>Chair of Governing Body:</b>		<b>Date:</b>	
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## Initial Equality Impact Assessment

Please complete an initial equality impact assessment once this policy has been customised to suit your purposes.

Policy Title	The aim(s) of this policy	Existing policy (✓)	New/Proposed Policy (✓)	Updated Policy (✓)
			✓	

This policy affects or is likely to affect the following members of the school community (✓)	Pupils	School Personnel	Parents/carers	Governors	School Volunteers	School Visitors	Wider School Community

Question	Equality Groups																					Conclusion				
	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Yes	No
Does or could this policy have a negative impact on any of the following?	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N
		✓			✓			✓			✓			✓			✓			✓			✓			✓
Does or could this policy help promote equality for any of the following?	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N
	✓			✓			✓			✓			✓			✓			✓			✓				✓
Does data collected from the equality groups have a positive impact on this policy?	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N
	✓			✓			✓			✓			✓			✓			✓			✓				✓

<b>Conclusion</b>	We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required.
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<b>Preliminary EIA completed by</b>	<b>Date</b>	<b>Preliminary EIA approved by</b>	<b>Date</b>



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### Policy Evaluation

Points to be considered	Yes	No	N/A	Please supply evidence
• Policy annually reviewed				
• Policy in line with current legislation				
• Coordinator in place				
• Nominated governor in place				
• Coordinator carries out role effectively				
• Headteacher, coordinator and nominated governor work closely				
• Policy endorsed by governing body				
• Policy regularly discussed at meetings of the governing body				
• School personnel aware of this policy				
• School personnel comply with this policy				
• Pupils aware of this policy				
• Parents aware of this policy				
• Visitors aware of this policy				
• Local community aware of this policy				
• Funding in place				
• Policy complies with the Equality Act				
• Equality Impact Assessment undertaken				
• Policy referred to the School Handbook				
• Policy available from the school office				
• Policy available from the school website				
• School Council involved with policy development				
• All stakeholders take part in questionnaires and surveys				
• All associated training in place				
• All outlined procedures complied with				
• Linked policies in place and up to date				
• Associated policies in place and up to date				
<b>A statement outlining the overall effectiveness of this policy</b>				



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**Policy Approval Form**

<b>Policy Title:</b>						<b>Date when written:</b>			
<b>Policy written by:</b>						<b>New Policy</b> (✓ or x)	<input type="checkbox"/>	<b>Revised Policy</b> (✓ or x)	<input type="checkbox"/>
<b>Stakeholders consulted in policy production:</b> (✓ or x)	<b>Governors</b>	<b>Senior Leadership Team</b>	<b>Teaching Personnel</b>	<b>Support Personnel</b>	<b>Administrative Personnel</b>	<b>Parents</b>	<b>Pupils</b>	<b>Local Community</b>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Date when approved by Governors:</b>				<b>Date when presented to stakeholders:</b>			<b>Date when implemented:</b>		
<b>Published on:</b> (✓ or x)	<b>School Website</b>			<b>School Prospectus</b>			<b>Staff Handbook</b>		
	<input type="checkbox"/>			<input type="checkbox"/>			<input type="checkbox"/>		