

# UNIFORM POLICY



<b>Approved by</b>	Lisa Rees (Headteacher) Governors	<b>Date</b>	April 2023
<b>Next Review Date</b>	April 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 sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the headteacher, who can answer questions about the policy and respond to any requests

### 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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' 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:

- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to long-lasting items
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes

## **4. Expectations for school uniform**

### **4.1 Our school's uniform**

#### **All year**

- Black sweatshirt with school logo
- Red polo short with school logo
- Royal Stewart tartan kilt or black tailored trousers/shorts

#### **Summer (terms 1, 5, 6) only**

- optional: red/white gingham dress

#### **PE clothing**

- Black shorts (football or cycling) or skort
- White t-shirt or polo shirt
- In colder months, plain black tracksuit bottoms may be worn
- Judo suit with white PE shirt underneath (KS1 or KS2 breakfast club)
- Trainers for outdoor PE (black in preference)
- Plain red, white or black socks (tights may not be worn for PE)

#### **Footwear**

- Plain red, white or black tights/socks (socks must be below the knee)
- Black indoor shoes (not boots)
- Black outdoor shoes, which may be smart black trainers for use outdoors.

#### **Jacket/coat**

- Sensible waterproof jacket or coat

The following are **not** part of the school uniform:

- No jewellery, except a watch and/or a single plain stud earring in either or both ears. If ears are pierced, pupils are responsible for these at all times and school does not take responsibility in the case of injury to pupils as a consequence of wearing them. For health and safety reasons, all watches and piercings need to be removed. Please ensure that your child is able to remove these piercings themselves.
- No makeup or nail varnish
- No unnatural hair colours or extreme hair styles (judgements about hair styles do not discriminate against any pupil by virtue of their protected characteristics)
- No temporary tattoos

## 4.2 Where to purchase it

- The second-hand uniform is available through the school office for a £1 donation.
- The new kilt, red polo shirt and black school sweatshirts are available through the My Schoolwear (Didcot) store <https://myschoolwear.co.uk/>
- All other school uniform is available at all major retailers e.g. Tesco, Asda.

## 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 are also expected to contact the headteacher 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 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 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 a member of the Senior Leadership Team (SLT).

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 body 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 and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing body 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 every three years. At every review, it will be approved by the local governing body.

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

This policy is linked to our:

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