



Mission Statement

A Caring Christian Community where we Grow Together.

UNIFORM POLICY

Effective Date: 01/09/2022

Review Date: September 2023 Biennial

Review Date	Signed EHT	Signed Director RCSAT
30/09/2022	<i>dl m Badger</i>	<i>P. Barber</i>

Persons Responsible for Policy:	Executive Headteacher RCSAT
Approval Date	23/11/2022
Signed:	Director RCSAT
Signed:	Executive Headteacher RCSAT



1. Statement of Intent

Our policy on school uniform is based on the belief that school uniform:

- 1.1 Promotes the ethos of our school and a sense of pride
- 1.2 Provides a sense of belonging and school community
- 1.3 Creates a shared identity and common sense of purpose
- 1.4 Supports our commitment to inclusion
- 1.5 Promotes positive behaviour for learning with the aim of enabling all children to achieve their potential
- 1.6 This policy aims to:
 - 1.6.1 Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for Parents and Carers.
 - 1.6.2 Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
 - 1.6.3 Clarify our expectations for school uniform.

2. Legislation and guidance

2.1 Our school's legal duties under the Equalities Act 2010:

2.1.1 The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

2.2.1 To avoid discrimination, our school will:

- 2.2.1 Give all children the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- 2.2.2 Make sure that our uniform costs the same for all children
- 2.2.3 Allow all children to have long hair (though we reserve the right to ask for this to be tied back) and to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- 2.2.4 Allow children to request changes to swimwear for religious reasons
- 2.2.5 Allow children to wear headscarves and other religious or cultural symbols
- 2.2.6 Allow for adaptations to our policy on the grounds of equality by asking children or their parents to get in touch with Mrs Badger (Principal) who can answer questions about the policy and respond to any requests

3. Roles and responsibilities

3.1 The Board of Trustees and LGCs are responsible for:

- 3.1.1 In consultation with the Principal and school community, establishing a practical and smart school uniform that accurately reflects the school's vision and values.
- 3.1.2 Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against.
- 3.1.3 Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform.
- 3.1.4 Ensuring that the school's uniform is accessible and affordable.

3.2 The Principal is responsible for:

- 3.2.1 Enforcing the school's uniform on a day-to-day basis.
- 3.2.2 Ensuring that school staff understand this policy and know what to do if a pupil is in breach of the policy.
- 3.2.3 Listening to the opinions and wishes of the school community regarding the school's uniform and making appropriate recommendations to the Governing Board.
- 3.2.4 Providing pupils with exemptions as appropriate e.g. for a pupil who has a broken arm and requires a loose-fitting top.

3.3 Teaching and support staff are responsible for:

- 3.3.1 Ensuring that pupils dress in accordance with this policy at all times.

3.3.2 Taking appropriate action when pupils are in breach of this policy.

3.3.3 Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. to establish school identity.

3.4 Parents/carers are responsible for:

3.4.1 Providing their children with the correct school uniform as detailed in this policy.

3.4.2 Informing the Principal if their child requires a more relaxed uniform policy for a period of time, including why.

3.4.3 Ensuring that their child's uniform is clean, presentable and the correct size.

3.5 Pupils are responsible for:

3.5.1 Wearing the correct uniform at all times, unless the Principal has granted an exemption.

3.5.2 Looking after their uniform as appropriate.

3.5.3 Respecting why a school uniform is important to the school e.g. to develop a sense of belonging.

4. Limiting the cost of school uniform

4.1 We know that our community appreciates our traditional approach to school uniform and parents and visitors have always said how their children feel proud to wear our uniform and how it raises their self-esteem.

4.2 Our school does have 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.

4.3 We understand that items with distinctive characteristics (such as branded items, or items that require 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.

4.4 We will make sure our uniform:

4.4.1 Is available at a reasonable cost by ensuring our suppliers are competitively priced

4.4.2 Provides the best value for money for Parents and Carers

4.5 We will do this by:

4.5.1 Carefully considering whether any items with distinctive characteristics are necessary

4.5.2 Keeping any items with distinctive characteristics to a minimum and suggesting alternatives where possible

4.5.3 Considering cheaper alternatives to school-branded items, such as bags and coats

4.5.4 Avoiding specific requirements for items children could wear on non-school days, such as coats, bags, and shoes

4.5.5 Avoiding different uniform requirements for different year/class/groups

4.5.6 Making sure that arrangements are in place for parents to acquire second-hand uniform items all year round

4.5.7 Avoiding frequent changes to uniform specifications and minimising the financial impact on Parents and Carers of any changes

4.5.8 Consulting with Parents, Carers and Children on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

5. Expectations for school uniform

5.1 It is our trust policy that all children wear school uniform when attending school, or on occasions when children are representing the school, including school visits.

5.2 We endeavour to achieve a high standard in all aspects of school and expect this to be reflected in both the appearance and behaviour of our children.

5.3 Uniform plays an important part in establishing the ethos of the school in several ways.

5.4 We believe that school uniform provides children with a sense of community and identity with their school.

5.5 We want our children to be smart in their uniform and wear it with pride.

5.6 Parents and Carers are asked to co-operate fully by providing the uniform and ensuring children wear it correctly to and from school, and at other times as required.

5.7 Please ensure that all articles of clothing and other items brought into school are clearly marked with your child's name.

5.8 Please see refer to the table in appendix 1 for the school's uniform list, including details on required and optional uniform requirements, and where to buy specific items.

6. Personal Appearance:

6.1 Pupils are not allowed to wear hats, headscarves, or any other head covering inside the school building unless it is due to religious or cultural reasons.

6.2 Any head covering for religious or cultural values or hair accessories that are worn such as slides, ribbons, bobbles etc. should be discreet and green or grey.

7. Headwear and Religious Clothing

7.1 Religious headwear may be worn (for religious purposes only) and should be plain black or grey.

7.2 Baseball caps and bandanas may not be worn as part of everyday uniform.

7.3 Sunglasses are not permitted at school unless they are prescription sunglasses. A sun hat or plain cap is more suitable for hot days.

8. Hair

8.1 Pupils' hair should be neatly groomed at all times for smartness and health and safety.

8.2 Long hair on both girls and boys should be tied back using school colour hair bands.

8.3 Extreme styles and hair colouring will not be permitted

9. Make-Up

9.1 Nail varnish and make-up is not permitted.

9.2 Nails should not be a length that may cause injury to others.

10. Jewellery and piercings:

10.1 Pupils may not wear any jewellery except for one small watch only (no sound effects or games).

10.2 Pupils are allowed to wear one pair of stud earrings, and they must be worn in the lower ear lobe.

10.3 Please note that the school does not take any responsibility for any watches or jewellery that are lost.

10.4 Body piercing is prohibited, with the exception of single, standard ear piercing. No other forms of body piercing will be allowed for any pupil.

11. Coats

11.1 Coats, when they need to be worn should be weather appropriate.

11.2 It is recommended that detachable luminous strips and/or arm bands are used by cyclists in the winter months.

11.3 Jackets or coats that the school deems as 'hoodies' are not permitted.

11.4 Leather, denim, sheepskin, sports tops, hoodies, or large jumpers must not be worn instead of a coat.

12. Adverse Weather

12.1 Hot Weather

12.1.1 Everyone working at/attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible.

12.1.2 This includes wearing:

12.1.2.1 Loose fitting tops with collars or covered necklines

12.1.2.2 Tops that cover the shoulder area

12.1.2.3 Black shorts or green gingham summer dresses of an appropriate length (if families wish to)

12.1.2.4 Sun-safe hats

12.1.2.5 Sunscreen (children must be able to apply this themselves and it must be labelled and handed to the child's class teacher)

12.1.3 During hot weather, lightweight clothing is required to reduce the risk of overheating.

12.1.4 Children are not required to wear their ties, jumpers/cardigans or blazers during heatwaves.

12.1.5 If outside during break and lunch times, pupils not wearing sun-safe clothing/sunscreen are advised to stay in an area protected from the sun.

12.2 Cold Weather

12.2.1 During cold weather, pupils are required to wear scarves, gloves, coats and hats when they are outside.

12.2.2 Additional layers underneath the usual school uniform are accepted.

12.2.3 At the discretion of the Principal plain black or school PE Hoodies maybe worn over the uniform as an extra layer. This will be communicated to parents.

12.2.4 Where possible, pupils not wearing warm clothing are provided with spare clothing if going outside during break and lunch times.

13. Arrangements for school uniform

13.1 Where to purchase school uniform: supplier details

13.1.1 Uniform items with specific school logo (or distinctive to school) can be purchased from our suppliers using the links below, who offer the full range of uniform, PE kit and accessories.

Bunbury Aldersey <https://www.badged.co.uk/page/school-uniform/bunbury-aldersey-ce-primarySt>

Oswald's Worleston <https://www.badged.co.uk/shop/category/St-Oswalds-CE-Primary>

Warmingham <https://www.badged.co.uk/shop/category/Warmingham-CE-Primary>

13.1.2 Uniform items that are generic can be purchased from a range of retailers or supermarkets, offering Parents and Carers a wider choice.

14. Where to purchase school uniform: second-hand uniform arrangements

14.1 Our school office will run a second-hand sale throughout the year.

14.2 The sales offer parents the opportunity to purchase good quality second-hand uniform for small donations to school fund.

14.3 We kindly ask that any uniform to be donated for sale should be sent into school office during pre- advertised collection weeks and not throughout the term.

14.4 In line with the school's Uniform Policy, only good quality, clean, current uniform will be accepted for sale.

14.5 Please try to remove all name tags if this is possible.

15. Where to purchase school uniform: Alternate arrangements

15.1 If you qualify for Pupil Premium you will be eligible for funded uniform items.

15.2 If financial support is required to assist in the purchasing of items, please speak in confidence with Mrs Badger

16. Expectations for our children

16.1 Children are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

16.1.1 On the school premises

16.1.2 Travelling to and from school

16.1.3 At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

16.2 The school welcomes children from all backgrounds and faith communities.

16.2.1 If there are genuine reasons (for example religious considerations, medical needs or consideration of special needs), why parents want their child to wear clothes that differ from the school uniform, the school will consider adaptations.

16.2.2 Parents are expected to contact Mrs Badger if they want to request an amendment to the uniform policy in relation to their child's protected characteristics

16.3 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:

16.3.1 Resolved locally

16.3.2 Dealt with in accordance with our school's complaints policy

17. Roles and responsibilities

17.1 The roles and responsibilities that apply to the school's Uniform Policy is listed below.

17.2 The Board of Trustees (SSB) will review this policy and make sure that it:

17.2.1 Is appropriate for our school's context

17.2.2 Is implemented fairly across the school

17.2.3 Takes into account the views of Parents, Carers and children

17.2.4 Offers a uniform that is appropriate, practical, and safe for all children

17.2.5 Offer a uniform that minimises the number and cost of distinctive, branded items

18. Monitoring arrangements

18.1 School staff will closely monitor children to ensure compliance with the school's uniform policy.

18.2 On rare occasions, for example, if slogans on clothing are offensive, the Principal is permitted to ask a pupil to take off the clothing, such as a sweatshirt / jumper. In the event that they cannot take the clothing off, parents/carers will be contacted and they will be asked to bring in more suitable uniform/clothing.

18.3 On other occasions, for example, if a child is wearing inappropriate footwear, teaching and/or support staff will inform parents/carers by telephone or in-person.

18.4 If a child requires an item of uniform for a specific activity and no spare clothing is available in school, for example, Forest School, parents/carers may be asked to bring the item into school.

18.4 Individual family circumstances will be considered in the event that a child is not wearing the correct uniform. However, in accordance with our Safeguarding and Child Protection Policy, these should be recorded using our electronic recording system (Safeguard) where appropriate.

18.5 Sanctions for breaches of this policy are a last resort: the school endeavours to work with families to resolve breaches of this policy in a timely manner.

APPENDIX 1







School Uniform St Oswald’s Worleston

Key Stage	School items	Non branded
Reception		
KS1		



<p>KS2</p>		
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PE Kit



Key Stage	School Items	Non branded
<p>All children</p>		

Key Stage	School items	Non branded
Reception		
KS1		
KS2		

PE Kit

Key Stage	School Items	Non branded
All children		

Key Stage	School items	Non branded
Reception		
KS1		
KS2		

Key Stage	School Items	Non branded
All children	 <p>The 'School Items' column displays four items: a white short-sleeved polo shirt with a small circular logo on the chest; a red rectangular gym bag with a handle and a circular logo; a black long-sleeved hoodie with a circular logo on the chest; and a red drawstring bag with a circular logo.</p>	 <p>The 'Non branded' column displays four items: a plain white short-sleeved polo shirt; a pair of black trousers; a pair of black shorts; and a plain black long-sleeved hoodie.</p>