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Originator: Apollo Rai
Responsibility: Deputy Headteacher

School Uniform Policy

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 Figure Website (Cabinet Office)

We strongly agree 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 to have a school uniform for 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 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 believe we have a moral duty to keep costs low for parents as we realise they do not have an endless pot of cash for new school clothing. Therefore, we will ensure that our school uniform is affordable, provides best value and that it will be sustainably sourced.

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 interschool 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;

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 believe that any pupil that breaches this policy will be disciplined. However, we 'do not believe exclusion to be an appropriate response to breaches of this policy, except where they are persistent and defiant. Where a pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response, depending on the circumstances of the case.'

Annually we will consider:

- the cost of school uniforms;
- not dictating different items of clothing on the basis of sex or gender;
- 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 providing iron-on or sew-on versions;
- introducing 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 "gender neutral" items of clothing;
- 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;
- allowing pupils to decide what they wear to school based on what promotes their wellbeing.

We wish to work closely with the School Council 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 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.

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 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 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;
- nominated a designated Equalities 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 all policies are made available to parents;

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 Headteacher

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 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 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 to acquire;
- ensure school clothing grants are in place to help with the cost of school clothing in cases of financial hardship;

- ensure parents 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 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 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 personnel, parents and governors;
- annually report to the Governing Body on the success and development of this policy.

Role of School Personnel

School personnel will:

- comply with all aspects of this policy;
- lead by example dressing appropriately in businesslike clothes;
- 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 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;
- obey all health and safety regulations in all areas of the school;
- co-sign and abide by the Home School Agreement;
- liaise with the school council 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;

Sanctions

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

Under no circumstance will any pupil be sent home for non-compliance with this policy without first informing the parent.

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.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- School Handbook/Prospectus;
- School website;
- Staff Handbook;
- Meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops;
- School events;
- Meetings with school personnel
- Headteacher reports to the Governing Body;
- Information displays in the main school entrance;
- Text messages
- Email

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.

Race Disparity Audit

We acknowledge the findings of the Race Disparity Audit that clearly shows how people of different ethnicities are treated across the public services of health, education, employment and the criminal justice system.

The educational section of the audit that covers: differences by region; attainment and economic disadvantage; exclusions and abuse; and destinations, has a significant importance for the strategic planning of this school.

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.

Linked Policies

- Complaints
- Equality and diversity
- School Website

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.