

School Uniform Policy

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Senior Leadership Team, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics by only asking that the jumper or cardigan features the school logo
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

Please note: All items without the school logo (*) can be purchased via local supermarkets

EYFS – Year 2 pupils

-Willesborough Infant School green logo/plain sweatshirt or Willesborough Infant School green logo/plain cardigan

-*Yellow (Lemon) polo shirt

-*Grey school uniform style skirts, pinafore dresses, trousers, shorts (not jogging trousers or jean type clothing)

-*Green or yellow checked gingham dress may be worn in the summer

Year 3 – Year 6 Pupils

-Willesborough Junior School green logo/plain sweatshirt or Willesborough Junior School green logo/plain cardigan

-*White polo shirt

-*Grey school uniform style skirts, trousers, shorts or dresses (not jogging trousers or jean type clothing)

-*Green and white checked gingham dress or culottes may be worn in the summer

-*Grey or black socks and tights

EYFS-Year 2 PE Kit:

-*Plimsolls or trainers

-*Additional socks

-*Dark green or black shorts

-*Dark green or black joggers

-*Yellow t-shirt

-*Plain dark green sweatshirt/cardigan or Willesborough logo sweatshirt/cardigan

Please note PE Kit is not required for Foundation Stage (EYFS) pupils until later in the year. It is probably best to wait until further notification to purchase anything as children grow

Year 3-Year 6 PE Kit:

-*Dark green or black PE shorts

-*Yellow PE polo shirt

-*PE bag

-*Dark green or black joggers

-*Plain dark green sweatshirt or Willesborough logo sweatshirt

Children are to come to school dressed in their PE kits on their PE days. Parents/Carers will be notified about the change of PE days at the start of each new term.

Footwear:

-Children need to wear sensible, black, 'school-type' shoes, with black soles should be worn, without high heels

-Trainers are to be worn for PE days only

-Open toe sandals are not allowed for safety reasons

Swimming Kit:

Parents/Carers will be told in advance if their children are taking part in school swimming lessons.

For swimming lessons, the children will need to be provided with:

-A swimming costume

-A towel

-A pair of goggles

-You may want to provide your child with a swimming hat

Hair:

-Pupils should not wear extreme hair fashions, including dyed or streaked hair, and styles such as spikes, Mohicans and images or lines should not be cut into their hair.

-Hair bands, clips etc. should be discrete designs in colour compatible with school colours and only used in order to keep hair in place

-Be mindful of the use of hair gels, waxes, oils, mousses and any other styling products. These can affect health & safety in PE because some of the styling products have been coming off onto the PE mats, causing them to have a slippery surface which is dangerous for the children.

Jewellery

The only jewellery allowed in school is a pair of small earring studs for health and safety reasons. Jewellery or symbols, as part of a religious or cultural reason can be worn.

Children are not permitted to wear jewellery, including pierced earrings, during PE lessons. The fundamental reason not to wear earrings (or any jewellery) is that it can lead to injury for the wearer and for others in the class.

Earrings should ideally be taken out at home on PE days. They must be removed by the child themselves for PE and swimming. We recommend children come to school without earrings in on swimming and PE days. If not, they must take them out and replace them themselves. Staff are not allowed to tape over, take out or put in earrings. Children are responsible for their own earrings if they are taken out at school.

We encourage parents to make use of the summer holidays for ear piercing. This will enable ears to heal before returning to school in September. See Appendix A for an earring disclaimer if children/parents are unable to remove earrings.

Make up, tattoos and coloured nail varnish are not allowed.

OPAL:

Our schools are proudly taking part in OPAL – Outdoor Play and Learning Programme. They are encouraged to play outside regardless of the weather and so therefore we ask that they have the following equipment to ensure that they are ready for the OPAL experience.

-Waterproof coat in school daily – they need to be prepared for any change in weather

-Welly boots and outdoor waterproof clothing (preferable an all in one piece or trousers and a spare coat) that can stay at school all of the time in the facilities provided for storage

-Winter/summer accessories so that the children can always access OPAL

Winter: fleeced waterproof coat, wooly hat, gloves and scarf. Your children may want to come to school wearing thermals to keep them warm during the colder weather.

Summer: Hat and suncream applied prior to the children coming to school. The children can apply suncream if they need to, but they need to be able to do this themselves.

4.2 Where to purchase it

Our school uniform can be purchased via Pages - Pages - school uniform. You need to select Willesborough Infant School/Willesborough Junior School in the drop down list to be taken to all of the uniform you can purchase via Pages.

Or visit the store Unit 13, Ashford Market, Orbital Park, Monument Way, Ashford, TN24 0HB. Store opening hours **Monday-Saturday 10am-4pm**

The provider has all of the school uniform, however, the only logo items we ask for are the Willesborough Infant/Willesborough Junior School jumpers and cardigans.

All items without the school logo (that have a * above) can be purchased via local supermarkets.

We also regularly sell second-hand uniform. Our PTA arrange a second-hand uniform sale where you can purchase uniform. We also have a rail in the front entrance which is regularly topped up if you do need any items.

If you would like to speak to someone about school uniform please do contact our FLO team who will happily help.

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 a member of the Senor Leadership Team 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/carers are also expected to contact a member of the Senior Leadership Team 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/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in the 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 Senior Leadership Team.

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 board 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/carers and pupils

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

The board 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 annually by Shelly King – Assistant Headteacher.. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality statement
- Anti-bullying policy
- Complaints policy

Appendix A

Earring Disclaimer

Child's name:_____

Class:_____

I would like my child to participate in PE with earrings and understand that the school are NOT responsible for any injuries, loss or damage caused as a result.

I will send my child to school with their ears already taped but should that come off I will provide my child with tape for them to reapply. I understand that school will not tape or remove earrings

If the school feel that my child or other children are not safe, they will take the necessary steps to ensure the safety of all is considered.

Signed_____

Date_____