

# OAK HILL CE PRIMARY

## School Uniform Policy

'Jesus said, "I have come that you may have life in all its fullness' (John 10:10)

**Faith- Values- Action**



<b>Approved by:</b>	FGB	<b>Date:</b> January 2023
<b>Last reviewed on:</b>	Review 2 January 2023 (Review 1 December 2020)	
<b>Next review due by:</b>	Review 3 December 2024	

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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 which must 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 therefore 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 where possible
- Limiting items with distinctive characteristics to low cost or long lasting items
- Considering cheaper alternatives to School branded items, such as logos that can be ironed on, if 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 to acquire second-hand Uniform items
- Avoiding frequent changes to Uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents 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

The School takes pride in its School community and to identify pupils with Oak Hill CE Primary School.

Our School Uniform is:

- Long or short grey trousers or a grey skirt
- White polo shirts
- Green round-necked sweatshirt with School logo or green cardigan with School logo
- White, black or grey socks
- Sensible black shoes - not boots or trainers

The polo shirt and sweatshirt with the School logo are available for purchase from online providers, and support can be obtained from the School office. See below for where to purchase including second hand Uniform sales.

Children with shoulder length hair should come to School with their hair tied back. This will also reduce the spread of head lice.

The School does not permit children to have extreme haircuts, styles or accessories that could serve as a distraction to themselves and/or the other children.

### Summer (Optional)

- Green-check dresses (available from High Street Stores)

- Closed toed sandals – not crocs

### **P.E. and Games**

All children are expected to come to School dressed for P.E and Games or change at School.

All children should have:

- White top or Oak Hill PE T shirt
- Black plimsolls (optional) or trainers
- Green or black shorts
- Track suits or leggings are recommended for all classes in the winter these should be black.
- A black PE hoodie (no large logos) may be worn or it can be worn with the School jumper.

### **Parents should label all items of clothing clearly with their child's name.**

- Appropriate sunhats should be worn outside during sunny weather. Pupils' faces should not be obscured as the teacher may not be able to judge their engagement with learning and to secure their participation in discussions and practical activities when outside.

## **4.2 Where to purchase it**

School Uniform can be purchased at the following website:

<http://www.brigade.uk.com/index.php>

School and the parent teacher association (Friends of Oak Hill School – FOOHS) have an extensive supply of second hand Uniform and regularly hold second hand sales. We encourage all families to make use of this stock as part of our commitment to sustainability. All items are reviewed for quality upon donation and are laundered prior to sale.

Parents and carers can access these supplies outside of the times regular FOOHS organised sales. This is particularly helpful for those pupils starting at the School after the academic year has commenced "in-year transfers and when a child has outgrown their Uniform

Requests to purchase should be put in the first instance to the School office.

School can also provide support to parents who need further support. For instance, if your child receives free school meals the School may be able to assist with the cost of Uniform. Requests for assistance should be made in the first instance to the School office.

## **4.3 Fashion and Other Items not permitted**

Children come to School to learn.

We believe that fashion items are best kept for home, and for reasons such as health, safety, and inclusion. The following should not be worn:

- Make-up
- Nail polish
- Jewellery other than stud earrings and watches

Children are not permitted to wear jewellery in School except:

- If ears have been pierced, stud earrings may be worn, but should be removed or covered for P.E.

- If a child needs to wear a piece of jewellery for medical or religious reasons, it should be removed or covered up during physical activity.

Consideration will be given to special circumstances by the Headteacher. These rules may also be relaxed on special days e.g., comic relief.

The Headteacher reserves the right to review, alter and add to items not permitted by this Policy as situations arise due to changes in fashion, availability, local and wider trends etc.

The Headteacher will ensure the whole school community is advised in such instances via the School's usual communication means including the School newsletter, Class Dojo, emails and letters home.

## 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

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 and well presented
- Clearly labelled with the child's name
- In good condition and suitable for the child's size

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 and following this Policy. They will give any pupils and families breaching this 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 the Class Teacher and Headteacher.

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 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 where possible and by re-tendering contracts at least every 5 years.

## **6. Monitoring arrangements**

This Policy will be reviewed every two years by the Headteacher. At every review, it will be approved by the board of governors.

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

This Policy is linked to our:

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