



**A place to shine ...**

***Let light shine out of darkness and God's light shine in our hearts  
2 Corinthians ch4, v6***

### **School Uniform policy**

Consultation that has taken place	March 2016
Date formally approved by governors	31 March 2016
Date policy became effective	01 April 2016
Review date	Summer Term 2021
Person responsible for implementation and monitoring	Mrs Dawn Day/Mrs Faye Kerr

**'And the Lord God made for Adam and for his wife garments of skins and clothed them'  
(Genesis 3 verse 21)**

Our Local Governing Committee has agreed that there should be a school uniform and other rules relating to appearance. It has also decided what these should be.

This comes from the duties placed upon governing bodies by statute to conduct the school (section 21 of the Education Act 2002, as amended by the Education and Inspections Act 2006) And to ensure that school policies promote good behaviour and discipline amongst the pupils (section 88 of the Education and Inspections Act 2006).

We also pay regard to the Human Rights Act 1998 and anti-discrimination legislation.

## **Rationale**

When setting the uniform/appearance policy the GB has:

- considered how the uniform policy might affect each group represented in the school;
- considered whether the policy is discriminatory or amounts to an interference with the right to manifest a religion or belief, whilst weighing up whether it is practical to accommodate fully the concerns of all groups;
- considered the cost and availability of non-standard sizes;
- considered the cost of including branded items (and will continue to review the cost);
- considered when the needs of individual groups are outweighed by other factors such as:
  - Health & Safety: schools have a right to expect that long hair can be tied back for certain work and to ban pupils from wearing jewellery, due to the risk of injury or the fact that wearing jewellery to school might place a pupil at increased risk of bullying and harassment;
  - Security: schools need to be able to identify individual pupils easily in order to maintain good order and identify intruders easily;
  - Teaching and learning: if a pupil's face is obscured for any reason, the teacher may not be able to judge their engagement with learning, and to secure their participation in discussions and practical activities;
  - Protecting young people from external pressure to wear clothing they would not otherwise choose to adopt, protecting them from harassment, and from having to adopt dress codes associated with extreme or anti-social elements in the wider community, including styles and colours of clothing associated with gangs;
  - Promoting a strong, cohesive, school identity that supports high standards and a sense of identity among pupils: if some children look very different to their peers, this can inhibit integration, equality and cohesion;
  - The need to promote harmony between different groups represented in the school;
- described the uniform/appearance policy clearly and publicised it well (e.g. school website and school prospectus). Rules on wearing school uniform are included in the home school agreement. Pupils and parents/carers always receive information that makes them aware of school expectations before they are admitted to the school;
- agreed to consider carefully any requests that are made to vary the policy to meet the needs of any individual pupil to accommodate their religion or belief;
- agreed to consider carefully any requests that are made to vary the policy to meet the needs of an individual pupil because of temporary or permanent medical conditions.
- considered the school uniform/appearance policy alongside other relevant school policies, such as the behaviour policy;

## **Aims and Objectives**

School uniform plays a valuable role in contributing to the ethos of the school and setting an appropriate tone. The DfE strongly encourages schools to have a uniform.

We believe that a school uniform:

- promotes a sense of pride in the school;
- supports positive behaviour and discipline
- engenders a feeling of community and belonging;
- encourages identity with, and support for, the school ethos
- ensures pupils of all races and backgrounds feel welcome
- protects children from social pressures to dress in a particular way
- nurtures cohesion and promotes good relations between different groups of pupils
- has been chosen with health and safety in mind.

In addition, a number of parents/carers have told us that they want school uniform because:

- they are not placed under such pressure to purchase expensive / named clothing for school and to replace them frequently as the "name" or design is no longer fashionable.
- school uniforms are cheaper to buy and you get more wear out of them.
- a school uniform removes / reduces the opportunity for family arguments about what the child will / will not wear to school.

## **Cost of school uniform**

The Local Governing Committee has given high priority to cost considerations. No school uniform or other items that must be purchased in accordance with school rules should be so expensive as to leave pupils or their families feeling unable to apply to, or attend a school of their choice, due to the cost of the uniform.

We comply fully with the School Admissions Code that places a statutory duty on all school governing bodies to ensure that their policies and practices do not disadvantage any children.

We have ensured that our school uniform' trousers, skirts, pinafores and dresses are widely available in high street shops and other retail outlets, and internet suppliers. The sweatshirts, cardigans, fleeces, polo shirts and school ties are available via the Tots to Teams website [totstoteams.com](http://totstoteams.com) We have also used our own purchasing power to buy branded items and pass on savings to parents. In addition, costs are kept to a minimum when selling second hand uniform items – the price is always only 50p per item.

## **Central Walker Church of England Primary School Uniform**

It is our policy that all children should wear school uniform when attending school, or when participating in an educational visit or school-organised event outside normal school hours. We provide a complete list of the items needed for school uniform in our school prospectus.

Our school uniform consists of  
Year N – Year 4:

- Gold Polo Shirt - either completely plain or with school logo
- Purple round neck sweatshirt or cardigan with school logo
- Plain grey trousers, shorts, skirts, pinafores.
- During the Summer Term, girls may wish to wear purple and white check dresses

- Sensible wide fitting black shoes, not trainers or boots. Shoes must have heels less than 2 cm.
- Plain grey, black or white tights or socks.

Year 5 – Year 6:

- Plain white shirt or blouse
- Purple, gold and grey tie
- V Neck sweatshirt or cardigan with school logo
- Plain grey trousers, shorts, skirts, pinafores.
- During the Summer Term, girls may wish to wear purple and white check dresses
- Sensible wide fitting black shoes, not trainers or boots. Shoes must have heels less than 2 cm.
- Plain grey, black or white tights or socks.

Football shirts, jeans and items of clothing with patterns or logos are not considered acceptable at any time.

### **Uniform for Physical Education**

Our school uniform includes clothing required for Physical Education (PE). We have chosen a PE uniform, which is practical, comfortable and appropriate to the activities involved. We have also considered the cost of clothing for PE, as detailed above for our main uniform.

For health & safety reasons, children need a full change of clothes for P.E:

- White plain t-shirts
- Plain black shorts
- Grey tracksuit bottoms for outdoor PE in cold weather
- Grey tracksuit top for outdoor PE in cold weather – with or without the school logo
- Pumps or trainers

A swimming costume or trunks and a towel are necessary for swimming. No bikinis or baggy shorts are allowed in the swimming pool.

### **Jewellery**

On health and safety grounds, we do not allow children to wear jewellery in our school. When the children are approaching their 6<sup>th</sup> birthday an inexpensive analogue watch is useful for learning.

However, for Health & Safety reasons, we may still have to ask children to remove these items during PE and games only.

### **Hairstyles**

There are no specific rules about hair lengths or styles; however, long hair (below collar length) needs to be tied back.

The over-riding factor is always reasonableness. We are not in favour of children having extreme hairstyles e.g. vivid hair dye, 'mohican' style cuts or patterns shaved into the scalp, because this serves as a distraction to others and sets the pupil out as being different, which can lead to problems with behaviour and discipline amongst the pupils.

The Head Teachers shall have the final say in deciding what is acceptable, so when in doubt parents should consult with them before buying items, which might not be acceptable

### **Footwear**

Pupils must wear footwear that is suitable for the activities they will take part in at school. For this reason, flip-flops and shoes with platform soles or high heels should not be worn to school. In addition, certain types of footwear may be inappropriate due to their construction.

### **The role of Parents/Carers**

All parents/carers who send their children to our school are expected to support the school uniform policy. Our Home School agreement reinforces our belief that parents/carers have a duty to send their children to school correctly dressed and ready for their daily schoolwork. Parents/carers should ensure that their child has the correct uniform, and that it is clean and in good repair.

If any parent would like the school to modify the uniform policy, they should make representation, in the first instance, to the Headteacher.

### **The role of Governors**

The Local Governing Committee has agreed that there should be a school uniform and what this should be. It supports the Head Teachers in implementing the school uniform policy and will consider any representations from parents/carers regarding this policy, liaising with the Head Teachers to ensure that the policy is implemented fairly and with sensitivity.

Governors ensure that the school uniform policy helps children to dress sensibly, in clothing that is hardwearing, safe and practical. In addition, the Local Governing Committee have decided how school uniform should be sourced to achieve best value and keeping the cost of supplying uniform under review. It has also considered such issues as sustainable sourcing to support sustainable development.

### **Non-compliance with the school uniform/appearance policy**

The Head Teachers have the right to discipline a pupil for breach of uniform/appearance policy. In fact, exclusion can be considered an appropriate response to breaches of school uniform / appearance policy, where they are persistent and defiant. If a pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, the DCSF considers exclusion could be an appropriate response, depending on the circumstances of the case.

The Head Teachers or a person authorised by the Head Teachers has the right to ask a pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform. This is not an exclusion, but an authorised absence. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the pupil's absence may be counted as unauthorised absence.

In such cases, parents/carers would always be notified and the absence would be recorded. When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent/carer, would be considered.

Where a pupil is not adhering to school uniform policy, we will discreetly try to establish why not. There may be good reasons why a pupil is not attending school in the correct uniform and pupils without uniform can be offered spare items on loan for the day. Pupils will not be made to feel

uncomfortable, nor discriminated against, because their parents/carers are unable to provide them with the required items of school uniform.

### **Human Rights Issues**

The Human Rights Act 1998 protects the right to 'manifest one's religion or beliefs'. Various religions and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. It is possible for many religious requirements to be met within a school uniform policy and we endeavour to reasonably accommodate religious requirements. However, the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion or belief at any time, in any place, or in any particular manner. School uniform policies that have the effect of restricting the freedom of pupils to manifest their religion may still be lawful, so long as this interference with pupils' rights is justified on grounds specified in the Human Rights Act. These include health, safety and the protection of the rights and freedoms of others.

In fulfilling our obligations, we have to balance the rights of individual pupils against the best interests of the school community as a whole. Where we have good reason for restricting an individual's freedoms, e.g. to ensure the effective delivery of teaching and learning, the promotion of cohesion and good order in the school, health & safety or security considerations, then the restriction of an individual's rights to manifest their religion or belief may be justified.

The traditional or religious reason for wearing certain clothes is accepted. The wearing of traditional dress at Central Walker Church of England Primary School is totally acceptable. Where pupils attend Central Walker Church of England Primary School in traditional dress they are still required to follow the colour scheme of the school uniform. The wearing of some forms of traditional dress may prevent a pupil from participating in certain activities. Health & Safety concerns are paramount. Where it is believed that the wearing of traditional dress during lessons constitutes a health or safety risk a meeting will be arranged with parents/carers to resolve the issue.

### **Equality and Discrimination Issues**

It is the Local Governing Committee's responsibility to ensure that the school uniform meets all national regulations concerning equal opportunities, and that our school uniform policy is consistent with our policy on equal opportunities.

In formulating our uniform/appearance policy, we have considered our obligations not to discriminate unlawfully on the grounds of sex, race, disability, sexual orientation and religion or belief. We have also considered the concept of 'indirect' discrimination - the application of a requirement, which, although applied equally to everyone, puts those of a particular gender, race, sexual orientation or religion or belief at a disadvantage because they cannot in practice comply with it.

In addition we have considered our uniform/appearance policy in the context of our race equality policy; our obligation to promote equality of opportunity between pupils of different racial groups; and the requirement to assess the impact of school policies on pupils drawn from different racial groups.

The school welcomes children from all backgrounds and faith communities. If there are serious reasons, for example religious objections, why parents want their child to wear clothes that differ from the school uniform; the school will look sympathetically at such requests. Similarly, should an item of school uniform prove problematic for a pupil with disabilities, then parents are invited to draw this to the attention of the Head Teachers.

**Monitoring and Review**

When monitoring this policy, through its committee work, the Local Governing Committee will:

- seek to ensure the support of all parents/carers for the uniform policy,
- consider with the Head Teachers any requests from parents/carers for individual children to have special dispensations;
- require the Head Teachers to report to them on the way the policy is being implemented.

The Local Governing Committee will review this policy every three years, or earlier if considered necessary.