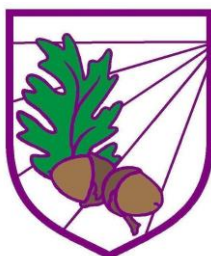



# OAK VIEW PRIMARY & NURSERY SCHOOL



## SCHOOL UNIFORM POLICY

Policy Date:	May 2023
Policy Review Date:	Summer 2025
Date ratified by the Full Governing Body:	02/05/2023
Signed by Chair of Governors: 	

## Contents

1. Aims 2010 uniform uniform community arrangements policies	22. Our school's legal duties under the Equality Act
	33. Limiting the cost of school
	34. Expectations for school
	45. Expectations for our school
	56. Monitoring
	67. Links to other
	<b>Error! Bookmark not defined.</b>

# 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 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 Mr Richardson, 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 that have 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' ability to 'shop around' for a low price. **Therefore, while purchasing items of uniform with the Oak View logo is preferred it is an optional choice and plain purple items are permitted.**

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 where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

- Charcoal grey or black trousers, knee length shorts, skirt, pinafore dress or purple and white school summer dress (all these should be school items and not fashion wear)
- Purple sweatshirt and/or fleece or cardigan\* (Logo preferred)
- White polo shirt
- Black shoes / trainers, black, grey or white socks (No white or multi coloured trainers allowed)

### PE Uniform

#### Winter

White T-shirt, black shorts / tracksuit bottoms, plain tracksuit top, trainers

#### Summer

White T-shirt, black shorts, black plimsolls or trainers

PE kit to be worn to school on PE days

### Jewellery

For Health and Safety reasons children should not wear jewellery to school. If a child has pierced ears, small studs are permitted. However, it is a Hertfordshire County Council H&S ruling that children should not wear earrings during PE and games. Therefore, these must be removed by the child for PE. If they cannot be removed then they must be covered with medical tape which should be provided from home.

We will however, consider exceptions to this policy for some items of jewellery that are significant for certain religious beliefs, racial backgrounds or cultural practices.

## Hair

Extreme hairstyles should not be worn in school.

Long hair should be tied back for school and especially for PE lessons.

Please speak to our Headteacher should you wish to request an amendment to the uniform policy in relation to your protected characteristics.

### 4.2 Where to purchase it

- Items of clothing with the school logo can be purchased direct from Smarty Schoolwear in Hatfield town centre or on line through My Clothing. There is a link for this on the school website. School uniform is no longer available to purchase from school, however, there is some stock available to purchase through the School office.
- Non branded items, such as trousers, skirts, pinafore dresses, polo shirts and PE t-shirts or shorts can be purchased from local supermarkets.
- We hold regular (half termly) non claimed uniform and second-hand uniform sales.

## 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)

### 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 should contact the Headteacher if they wish 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. 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 the class teacher or SLT. 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 and by re-tendering contracts at least every 5 years.

## **6. Monitoring Arrangements**

This policy will be reviewed bi-annually by the 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 information and objectives statement
- Complaints policy