




# Ashford Oaks Primary School

Oak Tree Road, Ashford, TN23 4QR

## Uniform Policy November 2024

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<b>Signed: Rob Cooke</b>  <b>Chair of Governors</b>	

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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 Jane Marshall, Pastoral Care Lead, 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.

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

- 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
- Limit different uniform requirements for different year/class/house groups
- Limit different uniform requirements for extra-curricular activities
- 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**

###### **Standard uniform:**

- Purple round necked sweatshirt or cardigan with school logo\*
- Purple polo shirt with school logo\*
- Black or grey trousers
- Black or grey knee length skirt/pinafore
- Black or grey tights or socks
- Sensible black school shoes

###### **Alternative uniform for warmer weather:**

- Black or grey shorts instead of trousers
- Purple/white checked dresses

###### **PE Kit:**

- Black P.E. shorts
- Plain white polo/t-shirts (no logos please)
- Dark tracksuit bottoms (for colder weather)
- Black plimsolls (for indoor PE)
- Trainers (for outdoor PE)
- Swimming shorts/costume (no two-pieces) – when applicable

###### **Optional items with school logo\*:**

- Purple zipped fleece
- Book bag
- Infant Back pack

- Junior back pack
- PE bag
- Baseball cap

\*Items with the school logo can be purchased from the school office or on-line at <https://myclothing.com/collections/ashford-oaks-community-primary-school-6530> all other items should be available at large supermarkets (Tesco/Sainsburys/Asda).

Second-hand uniform can be purchased at regular sales held throughout the school year.

#### **Hats/Hair Coverings:**

Children may not wear hats, caps, handkerchiefs, bandanas, scarves or other head coverings indoors at school. Exceptions will be made for religious and/or medical reasons.

#### **Hair:**

Hair should be neat, brushed and tied back if long. It should not have tramlines, dyed elements, mohicans or similar.

#### **Piercings:**

Earrings, if worn, must only be small studs and either be removed by the child or left at home on P.E. days. Facial piercings are not permitted.

#### **Necklaces/Watches:**

Necklaces and chains are not permitted. Watches can be worn but must be removed by the child for sporting activities.

#### **Feet:**

Trainers are not permitted for daily wear, they are for outdoor PE only. Wellington style boots are only permitted on snowy or very wet days. Heeled shoes are not acceptable.

#### **Hands/Nails/Make up:**

Children may not wear bracelets, armbands or multiple rings. Nails should be free of any artificial enhancements (varnish, acrylic, silk wraps, press-ons, rhinestones, etc). Make up is not permitted.

#### **Non-Uniform days:**

A non-uniform day allows a child to express their individuality through their clothing. The expectation is for the child to wear garments that fit appropriately and are non-offensive. Any article of clothing that is deemed inappropriate for a non-uniform day will result in the child being required to change into school uniform.

## **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 Jane Marshall, Pastoral Support Lead, 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 are also expected to contact Jane Marshall, Pastoral Support Lead, 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. 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.

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 every two years by Sarah-Jane Sullivan, School Business Leader. At every review, it will be approved by the full Governing Body.