



KEYINGHAM PRIMARY

Uniform Policy

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Rationale

Keyingham Primary School is committed to promoting equality and value for money, and to ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

This policy has been created with health and safety, value for money and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment.

It is important that our pupils feel a sense of belonging and community through a smart and practical uniform. We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing.

1. Legal framework

1.1. This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The General Data Protection Regulation
- Data Protection Act 2018

1.2. This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2014) 'School Admissions Code'
- DfE (2013) 'School uniform'

1.3. This policy operates in conjunction with the following school and Trust policies:

- External Complaints Policy
- Behaviour Policy
- LGBTQ+ Policy
- Promoting Equal Opportunities Policy (Learners)

2. Roles and responsibilities

2.1. The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against.

- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
 - Ensuring that the school's uniform is accessible and affordable.
- 2.2. The headteacher is responsible for:
- Enforcing the school's uniform on a day-to-day basis.
 - Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- 2.3. Teachers are responsible for:
- Ensuring that pupils dress in accordance with this policy at all times.
 - Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.
- 2.4. Parents are responsible for:
- Providing their children with the correct school uniform as detailed in this policy.
 - Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- 2.5. Pupils are responsible for:
- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
 - Looking after their uniform as appropriate.
 - Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost and availability

- 3.1. In accordance with the School Admissions Code, the school ensures that the school's uniform policy does not discourage parents from applying for a place for their child.
- 3.2. The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers and ensuring that any savings negotiated are passed to parents where possible. Apart from two items of uniform that have our school or house logos, all other pieces of uniform are widely available in local shops/supermarkets etc.
- 3.3. The school does not enter into any cash-back arrangements with uniform suppliers.
- 3.4. The school does not amend uniform requirements regularly and takes the views of parents and pupils into account when considering changes to school uniforms.
- 3.5. Where wholesale changes are required, the school ensures that assistance is provided to parents struggling to meet the associated costs, for example, an agreed period of transition.

4. Religious clothing

- 4.1. Some religions and beliefs require their members to conform to a specific dress code. The school does not discriminate against any religion or belief; however, the school weighs the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community.
- 4.2. The school endeavours to allow religious requirements to be met where possible.
- 4.3. Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the appropriate school and Trust policies.

5. Equality

- 5.1. The school is required to ensure that this policy does not discriminate unlawfully.
- 5.2. Every step has been taken to ensure that the cost of girls' and boys' uniforms are not disproportionate.
- 5.3. The school endeavours to ensure that our uniform is as gender neutral and inclusive as possible.
- 5.4. Pupils identifying as a member of the opposite sex are able to adapt uniform regulations in line with the school's LGBTQ+ Policy and Promoting Equal Opportunities Policy (Learners).

6. Complaints and challenges

- 6.1. The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's External Complaints Policy.
- 6.2. To make a complaint, parents should refer to the External Complaints Policy and follow the stipulations outlined.
- 6.3. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.
- 6.4. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

7. Our uniform

- 7.1. Our school uniform is as follows:
 - School sweatshirt or cardigan with school logo
 - White polo shirt
 - Grey trousers, shorts, shirt or pinafore
 - Grey, black or white socks
 - Grey or black tights
 - Black footwear
- 7.2. During the summer term (after Easter), light blue gingham dresses may be worn.

- 7.3. High heels are not permitted.
- 7.4. Footwear must be plain black with no coloured markings or logos.
- 7.5. Skirts must be knee-length.
- 7.6. PE kits are as follows:
 - A plain white round neck t-shirt (no logos)
 - Navy blue shorts or jogging bottoms
 - Suitable trainers
- 7.7. Forest School kit is as follows:
 - Waterproof jacket and trousers (separate or puddlesuit)
 - Waterproof footwear (e.g. wellies)
- 7.8. Parents are responsible for ensuring their child brings their PE or Forest School kit to school when needed.

8. Jewellery

- 8.1. The only permitted jewellery that may be worn is:
 - One pair of stud earrings
 - A watch
- 8.2. Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.
- 8.3. All jewellery must be removed during practical lessons, e.g. during PE lessons and science experiments.

9. School bag

- 9.1. Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage. We do not stipulate the need for a separate 'book bag', just a bag of practical size.
- 9.2. The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

10. Hairstyles

- 10.1. The school reserves the right to make a judgement on the suitability of pupils' hair and appearance.
- 10.2. Extreme hairstyles, such as mohawks, shaved patterns or hair dyed in an unnatural colour, are not allowed.
- 10.3. Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds, taking into consideration each individual pupil's scenario.

- 10.4. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.
- 10.5. Long hair must be tied up during practical lessons, e.g. during PE.
- 10.6. Hair extensions are not permitted.

11. Make-up

- 11.1. False nails and nail extensions are not permitted.
- 11.2. Only clear nail varnish may be worn.
- 11.3. No pupil is allowed to wear make-up.
- 11.4. Pupils wearing make-up are required to remove it or, if appropriate, will be sent home to remove it.
- 11.5. There may be exceptions to the above in extreme circumstances, at the headteacher's discretion, e.g. a pupil may be permitted to cover heavy scarring/skin damage.

12. Adverse weather and appropriate clothing

- 12.1. Everyone working at/attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible. This includes wearing:
 - Loose fitting shirts and dresses with sleeves and collars or covered necklines.
 - Over the knee skirts, shorts or trousers.
 - Tops that cover the shoulder area.
- 12.2. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun.
- 12.3. Pupils are encouraged to bring sunglasses with UV protection and a hat.
- 12.4. Pupils should arrive at school wearing sun-screen when necessary. If they choose to bring a bottle of sun-screen to school with them, they will be supported to apply it properly.
- 12.5. In accordance with our commitment to Forest School provision and outdoor learning, all pupils should wear appropriate clothing for the forecasted weather each day. We encourage spare clothing to be sent in for warm/cold/wet days.

13. Labelling

- 13.1. All pupils' clothing and footwear is clearly labelled with their name.