

# Hart Primary School

## UNIFORM POLICY

<b>Review Date:</b>	<b>Summer 2019</b>
<b>Next Review Due:</b>	<b>Summer 2021</b>
<b>Person in Charge:</b>	<b>Executive Headteacher</b>
<b>Governance:</b>	<b>Chair of Governors</b>

High quality relationships between all members of school staff and pupils, and the relationship with parents and carers is crucial.

We have a series of overlapping networks of relationships, which includes governors, staff, children, parents and members of the community which the school seeks to serve. Our pastoral work will strive to meet the significant challenge to create and maintain such networks. Those who are in leadership roles, which includes all who have a particular responsibility, ensure that by their personal example they set the highest standards expected.

Pastoral care pervades all aspects of school life and therefore will be reflected in the way the school is organised and the policies are written and implemented.

This policy is part of our pupil welfare and safeguarding system.

The members of Local Governing Body (LGB) of Hart Primary School in consultation with pupils, parents and the wider community has determined that the wearing of school uniform is vital for pupil development and the conduct of the school, promoting our high expectations for all.

### **Principles of the Trust policy:**

School uniform plays a valuable role in contributing to the ethos of a school and setting an appropriate tone.

The wearing of uniform can:

- encourage identity and support for the school and instil a sense of pride.
- support positive behaviour management and discipline
- protect children when off site and make them easily identifiable to staff.
- ensure pupils of all races and backgrounds feel welcome;
- protect children from social pressures to dress in a particular way;
- nurture cohesion and promote good relations between different groups of pupils.
- support effective teaching and learning.

The members of LGB of Hart Primary School have ensured that its school uniform policy is fair and reasonable. It has ensured that the uniform chosen is affordable and does not act as a barrier to parents when choosing a school. The School has regard to its obligations under the Human Rights Act 1998 and anti-discrimination legislation.

### **Considerations in determining the school policy:**

The members of the LGB will consider:

- the concerns of any groups about the proposed policy, and whether the proposed policy amounts to an interference with the right to manifest a religion or belief, and whether it is

discriminatory. The School will weigh up the concerns of different groups and it might not be practical to accommodate fully the concerns of all groups

- the timeframe for introducing a new uniform policy or amending an existing one. Factors will include the length of time before the pupil leaves the school and whether expensive items are frequently purchased second hand, or passed on to siblings
- a transitional period for phasing out the old uniform and introducing the new one
- the cost and availability of non-standard sizes
- the cost of including branded items and items in unusual colours/shades before insisting they must be worn, and continually reviewing the cost of these items
- the points made by respondents, and the decisions taken in weighing up competing points of view.

The members of LGB have decided that the needs of individual groups are outweighed by factors such as: **health and safety and safeguarding of children's welfare**

- the school has a right to expect that long hair can be safely tied back for work in learning activities such as cookery, technology, art, physical education and any other situations where a risk assessment deems it to be placing individuals at risk.
- The school consider it is reasonable to ban pupils from wearing jewellery as it considers that this poses a risk of injury or has the potential to place a pupil at increased risk of bullying and harassment.
- Members of LGB have considered that a suitable watch may be worn throughout the day but must be removed in learning activities where it is deemed to be a health and safety risk [such as cookery, physical education, technology, art and any other situations where a risk assessment seems it to be placing individuals at risk.] This must not incorporate any mobile technology where pupils/staff can be recorded or images taken.
- the school needs to be able to identify individual pupils in order to maintain good order and identify intruders easily and therefore aspects of uniform must, unless agreed by the Head of School, be worn for learning beyond the classroom.
- 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, therefore this will not be acceptable.
- 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 wearing of makeup and nail varnish is forbidden.

- promoting harmony between different groups represented in the school is essential

The members of LGB will publicise the uniform/appearance policy on our school website, in the school prospectus and in school rules. Rules on wearing school uniform will be included in the home school agreement. Pupils and parents/carers will receive information that makes them aware of the School's expectations before they commence our school, where the school has been contacted by the prospective parents.

The members of LGB will consider once the uniform/appearance policy has been agreed, any request that is made to vary the policy:

- to meet the needs of any individual pupil to accommodate their religion or belief;
- to meet the needs of an individual pupil because of temporary or permanent medical conditions. For example, pupils with some skin conditions may be unable to wear specific fabrics, and pupils with foot or leg injuries may be unable to wear school shoes.

The members of LGB will cross reference the school uniform/appearance policy against other relevant school policies [such as the behaviour policy].

### **Cost of School uniform /Best Value will be a driving factor in decisions to appoint companies.**

The members of the LGB have decided, in consultation with parents, to source the uniform from a reputable company [which shall be reviewed every 3 years] ensuring best value for the parents at all times. The cost of supplying the uniform will be reviewed every 3 years by comparing different companies. Consideration will be given to locally sourced providers and those adhering to fair trade in order that we can promote sustainability which underpins our ethos. This will help to prepare young people to live in a world where globalisation of markets, massive changes in our environment, and limits on natural resources, require different attitudes, skills and behaviours.

The members of the LGB of Hart Primary School give high priority to cost considerations when designing the school uniform, in accordance with the DFE guidance. The uniform company chosen is regulated and no profit is made by the school. There is a small amount of uniform kept in school to allow parents greater flexibility in determining when they need new uniform and so can keep purchases to a minimum. The members of the LGB have ensured that the bulk of the uniform chosen is widely available in high street shops and other retail outlets, and internet suppliers. Identifiable items with the school logo are available from suppliers.

The members of the LGB of Hart Primary School will ensure that any major changes to the uniform or to an established policy will be consulted upon widely. As well as current pupils and parents/carers, prospective pupils and parents/carers will be included in any consultation, where possible. Consultations will also include representatives of different groups in the wider community, such as community leaders representing minority ethnic and religious groups, and groups representing pupils with special educational needs or disabilities and will consider how the proposed uniform policy might affect each group represented in the school.

The Executive Headteacher and Head of School will consider any request, in confidence, from any parent for support with the purchase of school uniform.

The uniform may be ordered on-line through the provider.

## **Home to school travel**

Our school will encourage children to walk and cycle to school and give consideration to this when determining the design and style of uniform. School uniforms are often quite dark, making it difficult for children to be seen by drivers especially during the winter months. The members of the LGB and school council will consider the benefits of including light colours and reflective materials (and recommend the wearing of high visibility items) as part of the school uniform policy to ensure that children are able to walk and cycle safely throughout the year.

## **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. Some religions require adherents to wear or carry specific religious artefacts, others may hold a belief that they should not cut their hair, and a number of religions require their followers to dress modestly, for example, by wearing loose fitting clothing, or covering their head.

It may be possible for many religious requirements to be met within our school uniform policy and the school will act reasonably in accommodating religious requirements and make a decision on every case at the time.

However, parents should note that 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. Our school uniform policy that has 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 its obligations, the members of the LGB may have to balance the rights of individual pupils against the best interests of the school community as a whole. Where a school has good reason for restricting an individual's freedoms, for example, to ensure the effective delivery of teaching and learning, the promotion of cohesion and good order in the school, the prevention of bullying, or genuine health and safety or security considerations, then the restriction of an individual's rights to manifest their religion or belief may be justified.

## **Equality and discrimination issues**

In formulating a uniform/appearance policy, the school has considered its obligations not to discriminate unlawfully on the grounds of sex, race, disability, sexual orientation and religion or belief.

## **Race equality policy**

The school has considered its uniform/appearance policy in the context of its Single Equality Duty [2014] ; its 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.

## **Non-compliance with a school's uniform/appearance policy, and school rules**

The Head of School can discipline a pupil for breach of uniform/appearance policy. Where a pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response, depending on the circumstances of the case.

The Head of School, or a person authorised by the Head of School, may ask a pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform. This will not be for any longer than is necessary to remedy the breach. 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 *all* such cases parents must be notified and the absence should 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, will need to be considered. If the pupil then repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion.

Where a pupil is not adhering to school uniform policy, a school should be considerate and discreetly try to establish why not. There may be good reasons why a pupil is not attending school in the correct uniform. For example, their uniform may have been lost, stolen or damaged. Sending the pupil home or excluding them may not be appropriate in every case. If a pupil is not wearing the correct uniform because their parents are in financial difficulties, a school should be sensitive to the needs of the pupil. The Academy will give parents time to purchase the required items and/or consider whether a school clothing grant can be supplied. A pupil should not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform.

### **School Uniform /Appearance**

We recognise that children need comfortable hard-wearing clothes for school, which are easy to wash. Our Governors, parents and children have opted for the following as being practical.

<b>Year group</b>	<b>Uniform</b>
Nursery & Reception Early Years	White polo t-shirt Navy jumper/cardigan with yellow stripe Navy trousers/shorts <i>or</i> checked pinafore <i>or</i> checked/navy pleated skirt White/navy socks or navy tights Summer term only: optional blue gingham summer dress
Year 1 & Year 2 Key Stage 1	Navy trousers/shorts <i>or</i> checked pinafore <i>or</i> checked/navy pleated skirt White/navy socks or navy tights Black shoes White long/short sleeved blouse or shirt Clip- on school tie (optional) Navy jumper/cardigan with yellow stripe Summer term only: optional blue gingham summer dress
Year 3-Year 6 Key Stage 2	White long/short sleeved blouse or shirt Y3- Y5 clip on tie Y6 'Real' school tie (gifted by school) Navy jumper/cardigan with yellow stripe Navy trousers/shorts <i>or</i> checked pinafore <i>or</i> checked/navy pleated skirt White/navy socks or navy tights Black shoes Summer term only: optional blue gingham summer dress

Photos of the uniform are available on the school website.

The required school jumpers, cardigans, cotton polo shirts, fleeces and coats with the school badge are available for you to order direct from the uniform providers. Contact details for the company/companies are available on the school website.

For Health and Safety reasons we ask that children wear plain, black, sensible, flat heeled shoes for school- sandals, trainers and boots are not suitable for wearing throughout the school day so children will be required to change into appropriate school footwear if worn to travel to school. Any variation of the above may be accommodated by prior discussion with the Head of School in relation to meeting individual needs through religious practices and special needs.

The Head of School has the right to prohibit the wearing of certain types of clothing or particular items which are deemed on safety or other grounds, to be unsuitable for wear in school. Denim jeans, leggings or chino trousers are not suitable clothing and should not be worn.

- Logos other than the school badge should not be worn.
- Offensive logos or badges should not be worn on any clothing or on bags brought to school
- Sports badges/logos e.g. Adidas etc. may be worn on outdoor or sports clothing.

The school considers it is reasonable to ban children from wearing jewellery as it considers that this poses a risk of injury or has the potential to place a pupil at increased risk of bullying and harassment. Children are allowed to wear a sensible watch which encourages them to learn to read the time. The wearing of any other jewellery is forbidden. We urge parents not to allow their children have their ears pierced during term time. However, in the event that this does occur, parents must sign a consent form for the earrings to be worn during the healing period (see Appendix 1). Plastic earring retainers are not a safety precaution and, to be able to wear these in school, the earring consent form must be signed. The wearing of makeup, including nail varnish is forbidden.

### **School P.E. Uniform**

Indoor - navy shorts/skort and blue T-shirt, Blue Team Logo T-Shirts are available from uniform provider, gym shoes must be worn for indoor PE.

Outdoor – a tracksuit may be worn over the school PE Kit in colder weather. A Logo Tracksuit is available from the supplier. Suitable footwear must be worn e.g. trainers.

It is essential that all children bring their PE clothes in a drawstring bag or small bag (no large rucksacks due to storage) which will be stored in the class PE Uniform storage box. All children are expected to join in the PE lesson. Exceptions are only made when a medical certificate or note is provided. PE kits can be brought into school at the beginning of the half term and be taken home as regularly as the parents wish. However, the PE kit must be taken home at the end of each half term.

Any variation of the above may be accommodated by prior discussion with the Head of School in relation to meeting individual needs through religious practices and special needs.

**Personal Belongings**

Your child is encouraged to take responsibility for their personal belongings. **Everything** your child brings into school i.e. bags, clothes, books, shoes - should be clearly marked with your child's name. If you forget to label a child's possessions then we reserve the right to write a child's name on their property, to avoid spending unnecessary time, sorting out personal belongings during valuable school time.

We operate a lost property system which you are encouraged to call in and check.