



## **Ox Close Federation**

# **Uniform Policy**

<b>Approved</b>	<b>July 2022</b>
<b>Review Date</b>	<b>July 2023</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, the Federation 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 Mr Harrison (Executive Headteacher) who can answer questions about the policy and respond to any requests

## **3. Limiting the cost of school uniform**

Our Federation 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.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- 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 leveler.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signaling 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 Federation Uniform**

##### **4.1 Our Uniform**

###### **Oxclose Nursery:**

We encourage the children to wear a uniform as it develops a sense of belonging to our Federation community, however it is not compulsory.

The uniform consists of:

- A red or navy sweatshirt.
- A red or navy t shirt.
- Black, navy or grey jogging bottoms skirt, trousers or shorts.
- Suitable footwear – trainers are recommended.

###### **Ox Close Primary:**

The uniform consists of:

- A claret sweater, cardigan or sweatshirt incorporating the school logo.
- A white polo shirt – the school logo is available but optional.
- Grey skirt, trousers or shorts.
- Black shoes – these must not be trainers.
- In the Summer, red checked dresses can be worn.
- A book bag or small rucksack that can be stored on coat peg.

One PE days, children can come to school in the following:

- White T Shirt.
- Black, navy or grey jogging bottoms.
- Trainers

When the children are swimming, they need to wear:

- Swimming costume or swimming trunks.
- Swimming hat.

### **Other Federation Uniform Information:**

#### **Jewellery**

Children can wear one stud in each ear but this be removed for PE lessons. Children can also wear a watch, however this must not be an electronic device.

#### **Hair Styles**

Children must have an appropriate hair style. Long hair is allowed but we have the right to ask for this to be tied up. Examples of inappropriate and unsuitable include use of tramlines, patterns shaved into the hair and brightly coloured hair.

#### **Nails**

Nails must be kept hygienic, a safe length and not have nail polish on or acrylic nail extensions. This is for health and safety reasons. If children are not following this, parents will be informed and they will not be allowed to complete activities that are deemed unsafe such as PE until the nails have been removed.

#### **Make Up**

Make up should not be worn by the children.

Uniform items with logos can be purchased from the following:

Oxclose Nursery – <https://oxclosenurseryschool.cre8ivegraphics.co.uk/shop/>

Ox Close Primary - <https://ox-close.cre8ivegraphics.co.uk/shop/>

We also have a Uniform Bank which has lots of donated uniform – it is open to anyone who would like to access it and the use of it will be treated with confidence. To access this service please contact the Federation office.

## **5. Expectations for our Federation 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 Daniel Harrison (Executive Headteacher) 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 and carers are also expected to contact Daniel Harrison (Executive Headteacher) 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 Federation'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 Daniel Harrison (Executive Headteacher).

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 Body 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 annually by Daniel Harrison (Executive Headteacher) and Anna Bowden (Deputy Executive Headteacher). At every review, it will be approved by the Governing Body.

#### **7. Links to other policies**

This policy is linked to our:

- Behaviour policy.
- Equality information and objectives statement.
- Anti-bullying policy.
- Complaints policy.