

OAKWOOD INFANT AND NURSERY SCHOOL

School Uniform Policy

Review Date	December 2024
Reviewed by	Governing Body
Review Cycle	Every Two Years
Next review due	December 2026

Signed :.....

Name :.....
on behalf of the Governing Body of Oakwood Infant and Nursery School

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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. The 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 children 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 children
- Allow children to have long hair (though we reserve the right to ask for this to be tied back)
- Allow children to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow children to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking parents to get in touch with the 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.

In accordance with the 'School Admissions Code', the Headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents
- Parents with multiple children who are, or will be in the future, pupils at the school
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs
- Looked after children and children adopted from care

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
- Considering cheaper alternatives to school-branded items
- Avoiding specific requirements for items children 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
- 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 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 Uniform

The school uniform is as follows:

Item	Optional or Required	Branding	How to Acquire
Regular School Uniform			
Green sweatshirt, jumper or cardigan	Required	School logo on left-hand side (optional)	Branded sweatshirt and cardigan available from school supplier. Plain green sweatshirt, jumper or cardigan can be bought from all regular retailers. Items may be available second hand from the school office
White polo shirt	Required	School logo on left-hand side (optional)	Available from school supplier and all regular retailers. Items may be available second hand from the school office
Grey or black trousers or grey skirt	Required	No branding	Available from school supplier and all regular retailers. Items may be available second hand from school office
Sensible, plain black shoes or smart black trainers	Required	No branding	Available from all regular retailers.
PE Kit			
Plain white tee-shirt	Required	No branding	Available from all regular retailers. Items may be available second hand from school office

Plain black shorts	Required	No branding	Available from all regular retailers. Items may be available second hand from school office
Plain black or grey joggers	Optional	No branding	Available from all regular retailers. Items may be available second hand from school office
Trainers	Required	No branding	Available from all regular retailers.
Accessories			
School book bag	Optional	School logo	Available from school supplier.
School PE bag	Optional	School logo	Available from school supplier.

Children who are wearing skirts should also wear black or grey tights (in winter) or white socks (in summer).

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Forest School

For outdoor Forest School activities, children can come in any clothing that is suitable for the weather at different times of the year.

The school provides children with waterproof clothing, however, we ask parents to provide a pair of wellington boots for their child if possible.

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings
- A smart and sensible wrist watch

Jewellery is the responsibility of the child and not the school.

Lost or damaged items will not be refunded.

All jewellery should be removed during practical lessons, including PE lessons.

School Bag

Children should use an appropriately sized waterproof bag to carry their books and equipment. An A4 sized bag is the maximum size considered appropriate.

The school encourages children to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

The school does not permit large backpacks in school due to storage space.

Hairstyles

The school reserves the right to make a judgement on where childrens' hairstyles or hair colours may be inappropriate for the school environment; however, we will ensure that any such judgements do not discriminate against any child by virtue of their protected characteristics.

Each individual child's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Policy.

Children with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.

Long hair should be tied up during practical lessons e.g. during PE.

4.2 Where to Purchase

Our uniform supplier for any optional branded school uniform items is

Uniform Direct

54 Babbington Lane

Derby

DE1 1SX

We are fortunate that many of our parents donate items of uniform/clothing to the school as their children move on to the next sizes. These can be made available to any parent who may need assistance.

Parents/carers can contact the school office in person, by telephone on 01332 574192 or by email at admin@oakwoodi.derby.sch.uk for further information about available second hand clothing items.

5. Expectations (Pupils and Parents/Carers)

5.1 Pupils

Children are expected to wear the correct uniform (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

Parents may contact the 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

5.2 Parents/Carers

Parents and carers are expected to make sure their child has correct uniform and PE kit and that all items are:

- Clean
- Labelled with the child's name
- In good condition

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 check to make sure that children are in appropriate uniform.

In cases where it is suspected that financial hardship has resulted in a child not complying with the 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
- offers a uniform that is appropriate, practical and safe for all children

The Governing Body will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring Arrangements

This policy will be reviewed every two years.

At each review, the policy will be approved by the Governing Body.