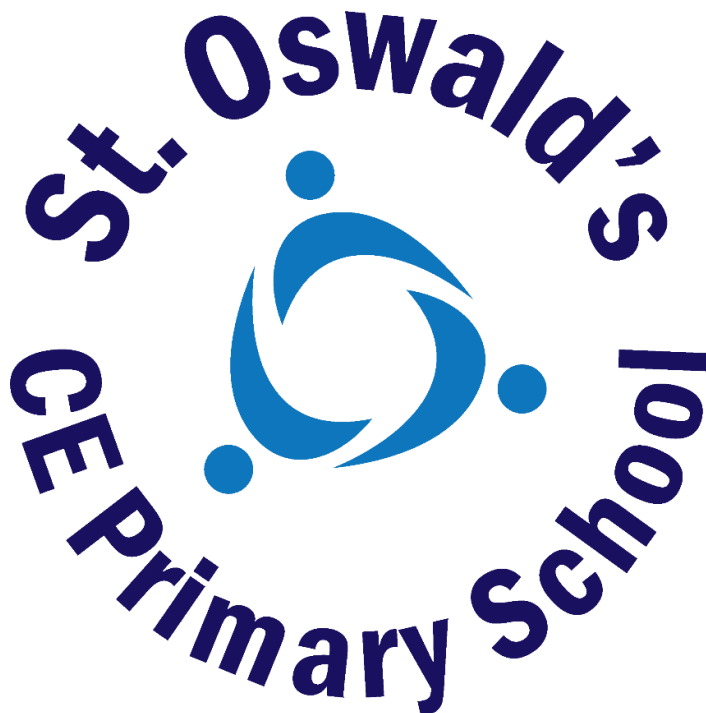


School uniform policy

St Oswald's CE Primary and Nursery School



Approved by:	Headteacher	Date: 01.09.2023
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Last reviewed on:	July 2023
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Next review due by:	July 2026
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Contents

1. Aims	2
2. Our school's legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	3
Autumn, Winter and Spring Uniform Options	3
Summer Uniform Options	4
PE Kit	4
EYFS.....	4
School Accessories.....	4
5. Expectations for our school community.....	4
6. Monitoring arrangements	5
7. Links to other policies.....	6

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 and/or long-lasting items, such as ties
- 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 leveller
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

Preloved Uniform Provision

We have a range of preloved uniform options available from the school office. We keep the cost of the uniform low and we feel proud to be able to offer good quality uniform options and a service that promotes sustainability.

Autumn, Winter and Spring Uniform Options

EYFS and KS1 (Years 1-2)

- Grey trousers, skirt or pinafore dress
- White plain polo shirt
- St Oswald's navy-blue Crew Neck sweatshirt or navy blue sweat cardigan with embroidered logo (logo optional)
- Black shoes (flat heeled, **not trainers or high tops**) suitable for school
- Plain white, grey or black socks or plain grey or black tights

KS2 (Years 3-6)

- Grey trousers, skirt or pinafore dresses must be worn **on or below the knee**.
- White shirt. Shirts must be tucked in and top buttons fastened at all times
- St Oswald's navy-blue V-Neck Sweatshirt or navy blue sweat cardigan with embroidered logo (logo optional)
- St Oswald's school tie

- Black shoes (flat heeled, **not trainers or high tops**) suitable for school. Black trainers or trainer-style shoes with fashion logos are not appropriate and may not be worn as school shoes.
- Plain white, grey or black socks or plain grey or black tights
- **Leggings or tight lycra skirts above the knee are not allowed.**

Summer Uniform Options

Uniform as above, or:

- White school polo shirt
- Summer dress (blue and white check) worn either below or to the knee.
- Grey shorts can also be worn
- Summer caps for outdoor learning or play
- **Leggings or tight lycra skirts above the knee are not allowed.**

PE Kit

- White t-shirt
- Navy skirt or shorts or skort
- Plain Navy-blue hoodie (no branding) for outdoor games
- Plain Navy-blue joggers (no branding)
- KS1 Black pumps for indoors and trainers for outdoors. Trainers cannot be worn in the hall
- Navy blue waterproof jacket for forest school (optional)

EYFS

- Children in Nursery and Reception classes are asked to keep a pair of named wellingtons in school for outdoor activities

School Accessories

- A labelled water bottle. Please ensure that the water bottle is **no bigger than 750ml** in size as storage space is limited. We have water fountains to refill bottles if needed.
- A named navy-blue pump bag for PE Kit
- Navy-blue school reading book bag (plain or with logo)
- Elastic bands or scrunchies for longer than shoulder length hair. Hair clips, scrunchies and bows should be small and blue or white
- All kit including swimming kit should be clearly marked with your child's name
- Jewellery should not be worn except for stud earrings or a watch. These must be removed for PE.

Hair, Make up and Jewellery

- Make up must not be worn to school at all by children, **this includes nail varnish or false nails.**
- Jewellery must not be worn except for stud earrings or a watch. These must be removed for PE.
- As a Health and Safety measure, hair longer than shoulder length should be tied back from the face at all times. No extreme hair styles or colours are permissible.
- ***Please remove earrings for your child before they come to school, on PE days if they are unable to do this for themselves.***

4.2 Where to purchase it

- › All uniform can be purchased from most high street retailers
- › **School uniform to include items with logos can also be purchased from:**

The School Shop
30 Worcester Street
Kidderminster
DY10 1EQ
Tel: 01562 823763
<https://www.schoolshopkidderminster.com/>

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
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Parents are also expected to contact the Headteacher via the office on 01562 751056 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/carers are also expected to contact the Headteacher via the office on 01562 751056 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/carers 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/carers 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 the The Chair of Governors

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
- 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 three years, or when legislation dictates, by the Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

Behaviour policy

Equality information and objectives statement

Anti-bullying policy

Complaints policy