

We believe this policy relates to the following legislation:

- Health and Safety at Work Act 1974
- Education Reform Act 1988
- Education Act 1996
- School Standards and Framework Act 1998
- Human Rights Act 1998
- Learning and Skills Act 2000
- Special Educational Needs and Disability Act 2001
- Equality Act 2010
- Education Act 2011

The following documentation is also related to this policy:

- School Uniform in Multiracial Schools (NFER)
- School Uniform Guidance (DfE)

We have decided, after consultation with parents/carers, pupils, school personnel, community groups, local religious leaders and the Local Authority, to have a school uniform for pupils as we feel it plays an important part in supporting positive behaviour and discipline, developing the ethos of the school and supporting teaching and learning.

We acknowledge that we have an obligation under the Human Rights Act 1998 to protect and to accommodate the rights of individuals to display their religious or cultural dress. Any request based on social or cultural grounds for pupils to wear other items of clothing, other than or in addition to the specified school uniform, will be considered.

We believe we have a moral duty to keep costs low for parents as we realise they do not have an endless pot of cash for new school clothing. Therefore, we will ensure that our school uniform is affordable, provides best value and that it will be sustainably sourced.

We will consult with parents/carers, pupils, school personnel, community groups, local religious leaders and the Local Authority in order to gauge their views regarding any changes to the present school uniform. Parents and pupils will be informed well in advance of any changes to this policy coming into effect.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

## Aims

- To ensure pupils wear school uniform in order to support positive behaviour and discipline, to develop the school ethos and to support effective teaching and learning.
- To work with other schools and the local authority to share good practice in order to improve this policy.

## Responsibility for the Policy and Procedure

### Role of the Governing Body

The Governing Body has:

- delegated to the Headteacher the responsibility of implementing and maintaining this policy;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- make effective use of relevant research and information to improve this policy;
- nominated a link governor to visit the school regularly, to liaise with the Headteacher and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy

### Role of the Headteacher

The Headteacher will:

- delegate responsibility on its endorsement to the Senior Leadership Team;
- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- ask all staff, to ask a child why they are not wearing uniform
- process any complaints received in the appropriate way as stated in the school's complaints policy;
- make effective use of relevant research and information to improve this policy;
- work closely with the link governor and coordinator;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy;
- annually report to the Governing Body on the success and development of this policy

### Role of the Nominated Governor

The Nominated Governor will:

- work closely with the Headteacher and the coordinator;
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the school is aware of this policy;
- attend training related to this policy;
- report to the *Governing Body* every term;
- annually report to the *Governing Body* on the success and development of this policy

### **Role of School Personnel**

School personnel will:

- comply with all aspects of this policy;
- lead by example dressing appropriately in businesslike clothes;
- be of a neat and tidy appearance;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community

### **Role of Pupils**

Pupils will:

- be aware of and comply with this policy by wearing correct uniform;
- be polite and well behaved at all times;
- show consideration to others;
- obey all health and safety regulations in all areas of the school;
- co-sign and abide by the Home School Agreement;
- liaise with the school council about any improvements to this policy;
- take part in questionnaires and surveys

### **Role of the School Council**

The School Council will be involved in:

- determining this policy with the *Governing Body*;
- discussing improvements to this policy during the school year;
- organising surveys to gauge the thoughts of all pupils;
- reviewing the effectiveness of this policy with the *Governing*

### **Role of Parents/Carers**

Parents/carers will:

- be aware of and comply with this policy by ensuring their children wear school uniform at all times;
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school;
- be asked to take part periodic surveys conducted by the school.

## School Uniform

In school and educational visits	Boys	Girls
Uniform	Grey/ Black trousers/ shorts, white or blue polo shirt/ shirt, blue jumper	Grey/ Black trousers or skirt, white or blue polo shirt/ shirt, blue cardigan, blue and white check summer dress
Foot Wear	Appropriate shoes or trainers (not astro/ football boots)	Appropriate shoes, trainers, boots with no raised heel.
Jewelry	Stud earrings and a watch	Stud earrings and a watch

Sports	Boys	Girls
PE Clothing	White t-shirt, black shorts (of appropriate length)	White t-shirt, black shorts (of appropriate length)
PE Foot Wear	Appropriate daps or trainers (not astro/ football boots)	Appropriate daps or trainers (not astro/ football boots)
Swimming	Costume or Swim Shorts (of appropriate length), goggles	Costume, goggles

## Complaints

We have in place clear procedures to deal with any complaint made against the school or individuals connected with it. We take any complaint seriously and we deal with them professionally following set procedures. (See Complaints policy)

## Raising Awareness of this Policy

We will raise awareness of this policy via:

- the School Handbook/Prospectus
- the school website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as weekly newsletters and of end of half term newsletters

- reports such annual report to parents and Headteacher reports to the Governing Body
- information displays in the main school entrance

## Training

All school personnel:

- have equal chances of training, career development and promotion
- receive training on this policy on induction which specifically covers:
  - All aspects of this policy
  - Physical Education
  - Swimming
  - Educational Visits
  - Social Events for Pupils
  - Equal opportunities
  - Inclusion
- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

## Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

## Monitoring the Effectiveness of the Policy

Annually (or when the need arises) the effectiveness of this policy will be reviewed by the coordinator, the Headteacher and the nominated governor and the necessary recommendations for improvement will be made to the Governors.

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.