



Uniform Policy

September 2022

1. Introduction

The ethos of Eslington Primary School is to enable every pupil aged 4 - 11 years with Social, Emotional and Mental Health difficulties (SEMH) to experience an enjoyable, happy and caring learning environment. It is intended that each pupil develops their full potential irrespective of their needs, ability, disability, race or gender.

The Department for Education (DfE) strongly encourages schools to have a school uniform. This policy sets out the school's policy and approach on uniform and confirms the school's commitment to providing value for money to parents and ensuring that no pupil is discriminated against due to their gender, disability, religion or belief, economic circumstances or social and cultural background.

The school uniform helps ensure that pupils of all races and backgrounds feel welcome. It helps to protect children from social pressures to dress in a particular way and nurtures cohesion, promoting good relations between different groups of pupils. Above all, the school uniform supports effective teaching and learning.

This policy follows the DfE statutory guidance 'Cost of school uniforms', published 19 November 2021.

Rights Respecting Ethos

The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school's planning, policies, practice and ethos. As a Rights-Respecting school we teach an understanding of children's rights and continually model mutual respect and promote an awareness of pupils' rights. Everyone within the school community has rights, upon which we base our aims and school ethos. These have been further informed by the United Nations Convention on the Rights of the Child (UNCRC).

These rights are:

1. To be safe
2. To be heard
3. To have beliefs
4. To receive support
5. To be treated with respect and dignity
6. To learn/teach.

2. Aim of this policy

Our policy is based on the notion that school uniform:

- promotes a sense of pride in the school in line with our ethos
- engenders a sense of identity and belonging towards the school community
- supports positive behaviour and discipline
- is practical, affordable and smart
- makes students feel equal and encourages cohesion
- has been designed with health and safety in mind and
- supports sustainability.

3. Roles and responsibilities

The roles and responsibilities of the governing board, Headteacher, teachers, parents, carers and pupils in relation to school uniform are set out below.

The governing board

The governing board is responsible for:

- establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects the ethos of the school and its vision and values
- ensuring that equal opportunities are considered, and that no person or group is discriminated against
- listening to the opinions and wishes of parents, pupils and the school community
- ensuring that the school's uniform is accessible and affordable and meets the DfE statutory guidance on 'cost of school uniform'.

The Headteacher

The Headteacher of the school is responsible for:

- enforcing the school's uniform on a day-to-day basis
- ensuring that staff at the school understand this policy and what to do if a pupil is in breach of the policy
- listening to the opinions and wishes of the school community regarding the school's uniform and where appropriate, making any reasonable recommendations to the governing board regarding any proposed changes

- carefully considering any reasonable request from a parent to vary the policy to meet the needs of any individual pupil, for example to accommodate their disability, religion or belief, or other special considerations and
- Meeting with families who request financial support to provide their child with the appropriate school uniform.
- Ensuring that school offers families in need of uniform provision support and the opportunity to access school's 'pre-loved' uniform shop. This will be carried out in a dignified and non-judgmental way.
- Seeking support and advice from psychological services find a solution, by working with the family, when a child's specific diagnoses prevent them from wearing the school uniform due to sensory issues or other needs. The solution will ensure that school standards are still upheld as well as meeting the SEND needs of the child.

Staff

Staff at the school are responsible for:

- ensuring that pupils dress in accordance with this policy at all times (unless the Headteacher has granted an exemption on a case-by-case basis)
- considering disciplinary or behavioural sanctions in respect of any pupil who is in breach of this policy without reasonable explanation.
- ensuring that pupils understand why having a consistent and practical school uniform is important, including avoiding divisiveness, promoting school identity and a sense of belonging, pride and school community.

Parents and Carers

Parents of pupils at the school are responsible for:

- providing their children with the correct school uniform as detailed in this policy
- approaching the Headteacher if they require any changes to this uniform policy for a period, setting out their reasons why and
- ensuring that their child's uniform is clean, presentable, the correct size and clearly labelled.

Pupils

Pupils who attend the school are responsible for:

- wearing the correct uniform at all times, unless the Headteacher has granted an exemption
- looking after their uniform and
- understanding and respecting why a school uniform is important to the school.

4. School Uniform Cost and Availability

In accordance with the School Admissions Code and the DfE statutory guidance 'Cost of school uniforms', the school ensures that the uniform policy does not discourage parents from applying for a place for their child at the school.

The school is committed to meeting the DfE's recommendations and guidance on costs and value for money. Care is taken to ensure that school uniforms are affordable for current and prospective pupils. The school minimises any changes to the school uniform, considering the views of parents and pupils when considering any proposed changes.

The school makes provision for second-hand/pre-loved uniforms to be available, which can particularly benefit parents on low incomes. Parents are encouraged to donate second-hand clothing which is of a satisfactory quality, and which is no longer required, so this can be used by other parents. Parents may also wish to access the Community School Clothing Scheme, which provides a free service to assist families in need within the North- East.

5. Equal Opportunities

The school is committed to promoting equality and ensuring that this policy or the application of this policy does not discriminate unlawfully.

Reasonable adjustments will be made to the uniform policy where it places a disabled pupil under the Equality Act 2010 at a substantial disadvantage compared to pupils who are not disabled.

Reasonable steps will also be taken by the school to ensure that the cost of girls' and boys' uniforms are not disproportionate. The school will ensure that its uniform is as gender neutral and inclusive as possible.

Some religions and beliefs may require their members to conform to a specific dress code. The school does not discriminate against any religion or belief and will endeavour to allow religious requirements to be met where possible, whilst weighing up the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community.

Any request by a parent or pupil for any religious item to be worn, or any request for a change to the uniform policy, shall be considered on a case-by-case basis by the Headteacher and governing body.

6. School Uniform

The following school uniform must be worn in school:

- Navy blue sweatshirt or cardigan (with or without the school logo)
- Pale blue polo shirt (with or without the school logo)
- Grey or black trousers, skirt or pinafore. Jeans, tracksuit bottoms and leggings are not considered suitable (except when wearing PE Kit – see below). Skirt length should be on or below the knee.

- Grey or black short trousers.
- Pale blue and white checked dress (optional during the summer term)
- All black school shoes for wearing outside, and black plimsolls for indoor wear. Heels and sandals are not considered suitable.
- Tights should be navy blue and plain; patterned or lacy tights are not permitted.
- An optional navy blue schoolbook bag (with or without the school logo).
- Year 6 children are provided at no cost to themselves with a 'Leaver's Hoody' during the summer term and this may be worn at certain times as advised by school staff.

PE Kit

Pupils are expected to wear the following PE kit for PE lessons:

- plain white T-shirt
- black shorts/navy blue
- Black/navy blue tracksuit trousers or plain black/navy blue sports leggings (without any "sports" branding or corporate logo)
- Black plimsolls/trainers for indoors
- Trainers for outdoors
- No football strips are to be worn for PE.

Swimming Kit

Pupils must come prepared for swimming lessons with the following:

- A suitably sized towel
- Girls – swimming costume (no bikinis)

- Boys – swimming shorts

Outdoor Clothing

Pupils should bring a coat to school each day, apart from during the hotter weather. Hats and scarves should not be worn inside the school buildings. Sun hats should be worn outside during the hotter summer months.

Jewelry

The school does not allow pupils to wear jewelry in school due to health and safety concerns. Earrings must be removed by children before they arrive at school. Staff are not permitted to remove a child's earrings. The school accepts no responsibility or liability for any lost or damaged items.

Hairstyles

The school reserves the right to make a judgement on the suitability of pupils' hair and appearance. Extreme hairstyles, such as mohawks, tramlines and patterned or brightly colored hair are unacceptable.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during all practical lessons, for example during science experiments or PE.

Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable. Hair extensions are not permitted.

Some religions and beliefs may require their members to wear their hair in a particular style. The school does not discriminate against any religion or belief and will endeavour to allow religious requirements to be met where possible, whilst weighing up the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. Any request by a parent or pupil for a particular hairstyle to be worn, or any request for a change to the uniform policy, shall be considered on a case-by-case basis by the Headteacher and governing body.

Makeup

Pupils are not allowed to wear makeup, including nail varnish, gel nails and nail extensions. Pupils wearing make-up are required to remove it.

The Headteacher may allow makeup in limited circumstances, at their sole discretion, for example a pupil may be permitted to cover heavy scarring/skin damage.

General points

All items of uniform, footwear and PE / swimming kit should be clearly labelled with your child's name.

No logos or branding (other than the school logo) should be displayed on any uniform.

All children are expected to take part in PE and swimming lessons, which should only be missed in exceptional circumstances with prior written permission of the parent.

7. Where to buy

The 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.

The school takes into account cost and value for money when considering where parents may purchase items of school uniform which contain the school logo. The school engages with the uniform supplier, to ensure parents get value for money. Alternative suppliers shall be considered if there are concerns regarding the value for money and cost of items. Orders for items of uniform which contain the school logo can be placed through the school office.

Plain items without the school logo may be purchased either from any major store or supermarket providing that they closely match the colour requirements listed above.

Monitoring and review

This policy is reviewed every two years by the Chair of Governors and the Headteacher.

The scheduled review date for this policy is September 2024.