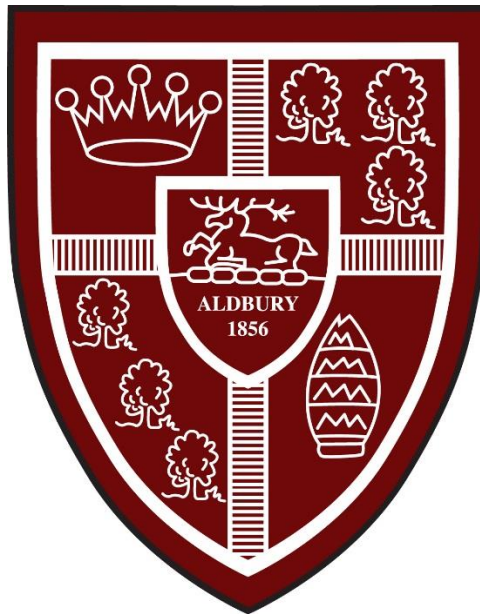


# Aldbury C of E Primary and Nursery School



## Uniform Policy

**‘To live life in all its fullness’ (John 10:10)**

Approved by: FGB	Date: July 2024
Last reviewed on: July 2024	
Next review due: July 2026	



## 1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy

## 2. Roles and responsibilities

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 school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers 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 in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.



Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

### **3. Cost principles**

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms is published on the school's website.

### **4. Equality principles**

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously. In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

#### **Gender**

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.



- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records.

### **Religion and belief**

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

### **Race**

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

### **SEND and medical conditions**

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

## **5. Complaints and challenges**

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance



with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

## **6. School uniform supplier**

The school's current school uniform suppliers are:

[Bucks Schoolwear Plus](#) or [My Clothing](#)

## **7. Uniform assistance**

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided up to £30 per year and this can be ordered through the school office. The budget for the school uniform assistance scheme will be derived from pupil premium funds.

For parents to claim school uniform assistance, their children should be eligible for FSM. Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

The school will hold second-hand school uniforms for parents to access; access to these uniforms will be made available upon request made to the headteacher.

Parents will be invited to donate their child's uniform when they no longer need it.

## **8. Non-compliance**

Staff will be permitted to speak to children and/or parents/carers for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, will be permitted to ask a parent/carer to bring in suitable clothing should this be required.

Parents will be notified of pupils' breaches of school uniform in all cases.

## **9. School uniform**

### **Clothing**

The school uniform is as follows:

This is our required uniform:

- Dark grey/Black skirt, pinafore, shorts or trousers
- Red checked dress in the summer months
- White polo shirt with school logo
- Burgundy sweatshirt/cardigan with school logo
- Black, grey or white socks
- Grey or black tights
- Black Shoes

The school will not consider trainers, fashion boots or high heels suitable school shoes.

### **PE Kit:**

- Plain black shorts/joggers/leggings
- White t-shirt with school logo
- Grey sweatshirt with school log
- Plain, sport trainers – the majority of which should be white

### **Jewellery**

The wearing of jewellery at school is *not recommended* for reasons of health and safety, security and suitability. We strongly urge parents to discourage the wearing of jewellery at school. If, however, any parent still feels that some jewellery should be worn, only the following is permitted, which must be removed/covered for activities such as sports and practical lessons.

- For pupils with pierced ears, one pair of simple, plain studs – one stud in each ear lobe only.



- A watch.

If pupils are asked to remove items of jewellery for sports or practical activities, their safekeeping remains the pupils' responsibility.

### **Make-up**

The wearing of make-up or nail varnish at school is not considered appropriate or necessary.

### **Outdoor Coats**

Parents are asked to provide sensible weatherproof coats. Denim and leather jackets are not considered as appropriate school coats. Coats that incorporate fluorescent and reflective materials are more visible and therefore safer. The children will need hats and gloves in the cold weather. An Aldbury School jacket can be purchased via our online service (this branded item is optional).

### **Hair**

Hair must be appropriate for a Primary School environment and must not be extreme in style or length. It should not be cut shorter than a number 2 and must not be shaved-patterned. This also applies to shaved eyebrows. Hair must be a natural colour. Only plain, functional and safe hair accessories are allowed. Children's hair that is shoulder length or longer must be tied back.

## **10. Adverse weather**

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Sunhats
- Sunglasses with UV protection when outside.

Pupils will be advised not to wear any jumpers or coats during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Vests
- Trousers, or skirts and thick tights.

## **11. Labelling and lost property**

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing will be taken to the lost property box in the school office. All lost property will be retained for one month and will be given to the second hand uniform stock if it is not collected within this time.