



UNIFORM POLICY

Policy Version			
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1.7.15	1.0	Policy Revised and put forward to LGB for approval	M Edmundson
1.7.16	1.1	Updated by SLT and approved by governors	M. Edmundson
1.7.17	1.2	Updated by SLT	M. Edmundson
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12.2.19	1.4	Policy updated for LGB meeting for approval	M Edmundson

This policy will be reviewed every 12 months in light of local and Government legislation.

The Dunham Trust believes it makes a significant contribution in transforming children's life chances. Our aim and commitment is to transform schools into sustainable learning academy communities.

"We aim to ensure that, for everyone involved, excellence and equity become and remain a reality"

"They come this way only once so we should litter their pathways with quality experiences"

We believe that we are able to help our academies and their young people to aspire to and achieve success. To do this, we are committed to ensuring that every child and young person has a pathway to succeed that:

- gives the best possible start in life
- equips them with creativity, spirit and confidence
- enables individuals to appreciate life and equip for further learning
- supports the child in becoming a responsible citizen
- ensures continued success in his/her future and contributes to the local community

Our aims for 'Improvement' are designed to ensure all academies are consistently benchmarked against key improvement priorities. This framework will ensure effective progress across the Trust, whilst at the same time, leaving space for autonomy at the school level. It will:

- focus efforts on what really matters, i.e. our vision, principles and commitment to the children, young people, families and communities that we serve.
- provide a flexible approach to improvement that meets the needs of each Academy. This will involve a commitment to immediate improvement in each individual context, professional development and a collaborative approach that engages with improvement projects designed to build capacity, an approach that is responsive, reflective and sustainable.
- focus on outcomes, understanding that these are not negotiable. We are committed to a no-excuses culture. In achieving these outcomes, all will focus on individual responsibility and collective accountability for success

The Trust has a responsibility to ensure the success of each academy by allowing every pupil to maximise his/her potential. As an academy sponsor there will be an expectation for joint working across individual academies. The Trust is committed to high quality academy improvement activity, networking and development and research. Equally, the promotion of sport, outdoor education and the creative arts will be important in the development of pupil self-esteem and building learning skills.

Introduction

The purpose of this guidance is to support the development of a school uniform policy, which is sensitive to the needs of children, parents and the school, reflecting too cultural dress protocols within the community. The school will act fairly and reasonably, bearing in mind our duties under the Human Rights Act 1998, the Equality Act 2010 and anti-discrimination legislation.

It is Elmridge Primary School policy that all pupils **must** wear their full uniform when attending school or when participating in a school-organised event outside normal school hours. The school will provide a complete list of items needed in the school prospectus, on the school website, at parents' information evenings and in letters to parents.

Aims

Our policy on uniform is based on the principles that the school uniform:

- Promotes a sense of pride in the school, in line with our ethos, values and beliefs
- Engenders a sense of 'community' and 'belonging' to the school
- Supports positive behaviour and discipline
- Is practical, comfortable and smart
- Identifies pupils with the school and encourages identification with the school
- Prevents pupils from coming to school in fashion or 'designer' label clothes that could be distracting in class or create a sense of competition
- Makes pupils feel equal to their peers in terms of appearance and helps nurture cohesion between different groups of pupils
- Is regarded as suitable for school and good value for money by most parents and
- Promotes the school's care for the health and safety of its children

Expectations

All pupils are expected to comply with this uniform policy, which will be monitored. Any pupil who falls short of these requirements will be advised of this fact by their class teacher and given the opportunity to improve and where necessary class teachers will have an informal conversation with the parents to remind them about the expected uniform standards. Continued non-compliance will be brought to the attention of the Head of School.

The Role of Parents/Carers

We ask all parents/carers who send their children to Elmridge Primary School to support our uniform policy.

We believe that parents/carers have a duty to send their children to school correctly dressed and ready for their daily schoolwork. One of the responsibilities of parents/carers is to ensure that their child has the correct uniform and that it is clean and in good repair.

If any parent or carer would like the school to modify the uniform policy they should make representations in the first instance to the Head of School. The school welcomes children from all backgrounds and faiths. If there are serious reasons, e.g. on religious grounds, why parents/carers want their child to wear clothes that differ from the officially-approved uniform, those reasons will be given full consideration by the Directors of the Trust.

The Role of Governors

The Local Governing Body and Directors of the Trust support the Head of School in implementing the school uniform policy. It will consider all representations from parents/carers regarding the uniform policy and will liaise with the Head of School to ensure that the policy is implemented fairly and with sensitivity.

It is the Governors' responsibility to ensure that the uniform meets all regulations concerning equal opportunities.

Non-compliance with Uniform Policy

The Head of School can discipline a pupil for breach of the uniform policy. However, the Department for Education (DfE) does not consider exclusion to be an appropriate response to breaches of school uniform policy, *except* where they are persistent and defiant. Where a pupil repeatedly refuses to comply with school's uniform policy even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response as a last resort, depending on the circumstances of the case.

The Head of School or any member of the Senior Leadership Team may ask a pupil to be collected from school to remedy a breach of the school's rules on appearance or uniform. This should be for no longer than is necessary to remedy the breach. This is not exclusion, but an authorised absence. Pupils will not be sent home indefinitely or for longer than is strictly necessary to remedy the breach as this could amount to an unofficial exclusion.

Where a pupil is not adhering to school uniform policy, school staff will be considerate and discreetly try to establish the reasons. The school appreciates there may be good reasons why a pupil is not correctly attired. For example, their uniform may have been lost, stolen or damaged. If a pupil is not wearing the correct uniform because their parents/carers are in financial difficulties, the school will be sensitive to this. The school will give parents/carers time to purchase the required items and will look into supplying second hand uniform where appropriate. A pupil will not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform.

School uniform specification

It consists of a bottle green cardigan or pullover with yellow piping, white or grey shirt (boys), white blouse (girls), grey shorts or trousers (boys), skirt or pinafore (girls) and green/yellow striped tie. White polo shirts are worn in the Reception Class. Black or brown leather shoes, not trainers, should be worn, and should be suitable for the school environment. (ie no flashing lights in the midsole or heels higher than half an inch). Socks may be black, grey or white. Knitwear and ties are purchased from our approved supplier listed on our website.

PE uniform may be purchased from our approved supplier and consists of yellow t-shirt, green shorts/green games skirt. In cooler weather pupils are encouraged to wear a green sweatshirt and green jogging bottoms. A pair of trainers is essential and all PE kit must be kept in a draw string bag. Shin pads are essential for football.

From April until October, the girls wear green and white checked dresses.

From April until the October half term boys may wear white short-sleeved polo shirts which are available from school.

All items of clothing should be clearly marked with the child's name.

Subject to certain conditions, girls of Muslim faith may, if their parents express a written wish, be permitted to wear the following variations to school dress:

- (i) Headscarves are only permitted in the school uniform colour of plain green or white material, which is completely free of decoration.
- (ii) In the interests of safety, headscarves should be close fitting, tied securely at the back of the neck and tucked into blouses so that no potentially dangerous ends, corners or folds are left exposed.

NB: Variations in uniform will not be permitted unless, and until, the directors of the trust have given their approval.

Hairstyles

Hairstyles should be appropriate for a school setting. No artificial colour/bleach or temporary extensions/braiding or shaved partings or designs are permitted. Hair styles should avoid extremes of length (e.g. grade 1) including on the sides/back with the hair left longer on top. Long hair should be tied back

Jewellery

As a general rule, the school does not expect children to wear jewellery. A small number of exceptions are permitted:

- Only one single stud earring in each ear is allowed. (this must be covered up when the pupils are doing PE or games)
- Wristwatches may be worn
- Medic alert bracelets and necklaces may be worn and need to be visible.

Monitoring and review

The implementation of this policy will be monitored by the Head of School, who will make an annual report to the Local Governing Body..

Approval by The Dunham Trust

Signed: _____
Date: _____
Review date: _____

This policy, signed by a Director on behalf of the Dunham Trust, is held centrally on the Trust Portal

End of policy statement

