



St Chad's CofE Nursery and Infant School

School Uniform Policy

School Leader: K Leach

Link Governor: M Gladwell

Policy Approved **Signed: M Gladwell** **Date: 21.09.22**

Policy Reviewed Signed: Date:

Policy Reviewed Signed: Date:

Policy Reviewed Signed: Date:

Policy Reviewed Signed: Date:



Statement of intent

St Chad's CofE Nursery and Infant School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all children, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all children, and is affordable and the best value for money for the school and children's families.

We believe that children learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

Legal framework

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

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

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

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Behavior Policy
- PE Policy
- SEND and Inclusion Policy
- Complaints Procedures Policy
- Supporting Pupils with Medical Conditions Policy

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 and inclusive, and does not disadvantage any child by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, children and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a child 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.

Staff members are responsible for:

- Ensuring that children dress in accordance with this policy at all times.
- Informing senior leaders of children that are regularly in breach of this policy.
- Encouraging children to take care of their school uniform items by reinforcing the school's LOVE Promise.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Ensuring that their child's uniform items are labelled with their child's name (Book Bag, coat, jumper/cardigan, PE hoodie)

Children 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 and adhering to the school's LOVE Promise e.g. not scribbling on a friend's jumper.

Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all children, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of children with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a child, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of children, e.g. year group-specific items to a minimum where possible to ensure that children can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.



The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will not amend uniform requirements regularly and will take the views of parents and children into account when considering any changes to school uniforms.

Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all children are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any children by ensuring that uniforms for all genders are as equal in price as possible.

The school will ensure that parents and children are consulted over any changes to school uniform, and that views and advice is sought specifically from children, and parents of children, who:

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

The school implements a gender-neutral uniform, meaning that children are not 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.

The school ensures that children who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual children are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of children with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these children cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Complaints and challenges

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

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.



When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a child to accommodate particular social and cultural circumstances.

School uniform

As a school, we are committed to keeping the costs of school uniform to a minimum. All school items can be easily purchased from supermarkets and high-street retailers e.g. Asda, Sainsbury's, Primark, Next.

Our main school colour is red. The school uniform is as follows:

Day to day uniform:

- Red formal school cardigan / jumper (school logo is optional)
- White polo t-shirt / shirt / blouse
- Grey / black formal school trousers / dress / skirt
- Plain black formal school shoes
- Plain white / black / grey socks
- St Chad's book bag*

Summer school uniform options:

- red and white gingham summer dress / skirt
- grey/black formal school shorts

Winter school uniform options:

- plain black flat school ankle boots (knee high boots are not permitted)
- red or grey or black tights

**Children in Nursery are not required to have a St Chad's book bag. Bedtime reading bags will be issued by the school for children to take home as part of their reading home learning.*

During the summer months, parents/carers must provide their child with a sunhat. During colder/wetter months, parents/carers must provide their child with a coat with a hood.



Summer options:



Winter options:



PE kits

Children in Reception upwards are to wear their PE kits to school on their allocated PE days. Allocated PE days will be shared with parents/carer via Class Dojo.

- Plain black hoodie with zip (no sport logo)
- Plain white crew-neck t-shirt (no sport logo)
- Plain black jogging bottoms or leggings (no sport logo)
- Black PE pumps OR plain black / white trainers (no sport logo)
- Plain white / black / grey socks (not multi-coloured)

Summer PE kit option:

- Plain black shorts (no sport logo)

Occasionally, children in Reception may be asked to bring their PE kit into school on their allocated PE days to support with their self-care skills. Class teachers will communicate this in advance with parents/carers via Class Dojo.



Summer options:





Footwear

To support with our health and safety measure, high heels, sandals (including flip flops and sliders) and knee high boots are not permitted in school. We encourage Velcro fastenings on all footwear. We request that children only wear footwear with laces and buckles if they can independently do up/undo. Parents/carers are responsible for ensuring that their child is wearing footwear that correctly fits them.

Jewellery

Children are permitted to wear one pair of small stud earrings. Hoops and dangly earrings are not permitted to support with our health and safety measures. No other piercings are permitted. On their allocated PE days, parents/carers must ensure that they have removed earrings at home.

To support with their Maths learning, children can wear a small and sensible wrist watch (Smart watches with cameras are not permitted). If watches distract children during lessons then they will be asked to remove them and keep them at home.

Jewellery is the responsibility of the child and not the school. Lost or damaged items will not be refunded.

Hairstyles

The school reserves the right to make a judgement on where children's hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any child by virtue of their protected characteristics. Each individual child's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Children with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Children with long hair are encouraged to wear their hair tied-up. If children have long hair strands dangling in their face then parents/carers will be asked to provide a hairband or hairclip. Long hair must be tied up during PE and in other practical lessons e..g. D+T (cooking).

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Headwear with bold patterns or colours.

Hair accessories are to be kept to a minimum e.g one hair band and one scrunchie. All hair accessories must be in the school colours.

Makeup

Children are not permitted to wear make-up to school.

Uniform supplier

To ensure that uniform costs are kept to a minimum, as a school we have chosen to have our school logo only on our school jumper / cardigan and book bags. The wearing of a logo school jumper / jumper is optional. Parents wishing to purchase items with the school logo on can do so from our current uniform supplier:

Our current school uniform supplier is:

Uniform Direct
54 Babbington Lane,
Derby
DE1 1SX
Telephone: 01332 342569



The School Business Manager will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school holds a small amount of St Chad's book bags in stock in school for parents wishing to purchase via the main school office. The costs of a St Chad's book bag is currently £4.50.

Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms. With the support of donations, the school holds new and second-hand school uniforms for parents to access. All families are encouraged to donate school items that are in good condition once children have grown out of them, including at the end of the academic year (this includes underwear, coats, shoes, hats and gloves. If stock is running low, pupil premium funds from the school budget will be used to purchase new items.

School uniform assistance is provided for parents to help purchase a book bag. To claim school uniform assistance, parents should be eligible for FSM. The budget for this comes from pupil premium funds.

Labelling

Parents/carers are advised to label their child's name on all items of clothing, including footwear. As a minimum, the following items must be labelled:

- Coat
- Jumper / Cardigan
- PE hoodie
- Book bag

Any lost clothing is to be taken to the lost property box in main reception foyer. All lost property is retained for half a term and is disposed or added to the school's pre-loved uniform shop if it is not collected within this time.

Monitoring

The effectiveness of this policy will be monitored and evaluated by all members of staff. Any concerns will be reported to the headteacher immediately. Any changes to this policy will be communicated to all relevant stakeholders.