

School Uniform Policy

OAKWOOD JUNIOR SCHOOL

‘Every child is a learner and can achieve’.



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Approved by:	LGB
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‘Good behaviour is a necessary condition for effective teaching and learning to take place and an important outcome of education which society rightly expects.’

(Education Observed D.E.S)

We as a school consider our equality duties under the Equality act 2010. The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

This policy understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

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1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

2. Our school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, Oakwood Junior School will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex or gender
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, Mrs Atwal, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

Oakwood Junior 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.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible, for example, by only asking that the jumper or cardigan worn over the shirt, features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties

- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Oakwood Junior School's uniform

Oakwood Junior School and Oakwood Infant School have both adopted the same uniform which consists of:

- White shirt, blouse or polo shirt
- Bottle green cardigan, jumper or sweatshirt
- Black or grey trousers, skirt or dress
- White or black socks or tights
- Flat sensible black school shoes (no trainers)

PE lessons:

Children need to arrive in school in their PE kits on PE days. Teachers will let you know of the set days for PE for your child's class. Long hair should be tied back for PE lessons.

- Indoor lessons require black shorts / jogging trousers and a white t-shirt. Pumps maybe worn, though bare feet are best as feet become stronger and more sensitive as footwork develops. Trainers are unsuitable for indoor PE.
- Outdoor lessons, as above with a long sleeved sweatshirt / black tracksuit dependent on the weather and trainers.
- Football training / club, for health & safety reasons football boots and shin pads must be worn.

Expectations for jewellery and make up:

- Children are permitted to wear one small set of stud earrings at school. These should be taken out by the child during PE. Recently pierced ears should be covered with tape during PE lessons until they can be removed.
- No other jewellery should be worn
- Nail varnish, false eye-lashes and false nails are not allowed

- No makeup is allowed, this includes mascara, blusher etc.

4.2 Where to purchase it

- Parents and carers can obtain sweatshirts and cardigans with the school logo (these are optional) from www.uniformdirect.com Uniform Direct, 54 Babington Lane, Derby, DE1 1SX. 01332 342569
- A sweatshirt or cardigan with a logo is optional, all of the school uniform can be bought widely from 'high-street' retailers and supermarkets.

Second-hand uniform:

We encourage parents to bring in good quality, outgrown school uniform and have a wide range at school, please see the school office if you would like help with anything or email admin@oakwoodj.odysseyct.org.uk

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact Mrs Atwal, Head teacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition
- Is not a designer piece of clothing

Parents are also expected to contact Mrs Atwal, Head teacher if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Head teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mrs Atwal in conjunction with our school behaviour policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation. Adaptations to uniform can be discussed on individual cases.

5.4 Governors

The local governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed every 2 years.

At every review, it will be approved by the Local Governing Board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy