

# School Uniform Policy



## **Statement of Intent**

Our vision is to promote a love of learning in order to maximise the life chances of every child in our Trust. Through nurturing, high expectations and skilled teaching, we will have a lasting and positive impact on our local and wider community.

Under the Equality Act 2010 and the Public Sector Equality Act which came into force in April 2011, the Trust has due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

All our Trust schools are gold level Rights' Respecting schools. By becoming Rights' Respecting schools, we have adopted a coherent values framework which shapes the ethos and curriculum of the school. In our learning, teaching, action and word, we recognise and support the rights of all children, and celebrate diversity. This, and our core values of: trust, excellence, aspiration, collaboration and honesty, underpin our educational provision. This enables us to improve self-esteem, enhance moral and academic development, improve relationships and behaviour, eliminate prejudice, and develop global citizenship.

## **TEACH Trust School Uniform Policy**

Our Trust, like the vast majority of schools, has a strict uniform policy where children are encouraged to take pride in their appearance and of the school. We are proud of the appearance of the children and feel that it is an important factor in school discipline and standards and helps support a sense of belonging. This also reduces tension between children, as they do not have to compete with their peers for the latest fashions, reducing peer pressure.

The well-being of our children is of utmost importance to us and their safety is paramount, and through wearing the correct uniform, it makes it easier to identify our children, especially outside of the school premises.

We are very aware that parent(s)/carer(s) may not be in a financial position to spend a great deal of money on school uniform, and this is why we have tried to ensure that the requirements of most of our school uniform allows parent(s)/carer(s) to buy 'general' uniform, like trousers, dresses and skirts, from good value shops, or supermarkets, for approximately £3 per item.

The requirements of our school uniform are detailed on the following pages:

# General Uniform

## Autumn to Easter Term

	Ad Astra/Haymoor	CHIS/CHJS	Not Acceptable
Trousers	Grey, black or charcoal <b>tailored</b> school trousers  School conventional material full length	Grey, black or charcoal <b>tailored</b> school trousers  School conventional material full length	No jeans, corduroy, leggings, tight fitting, Lycra or skinny fashion trousers (Please note: some shops do sell 'skinny' trousers as part of their school uniform range, but they are <u>not acceptable</u> for these schools.)
Jumper or school sweatshirt or school cardigan	Bottle green with school logo	Purple with school logo	Other sweatshirts Hooded top Fleece Non regulation jumper/cardigan
Skirts	Grey, black or charcoal knee length skirts	Grey, black or charcoal knee length skirts	Fashion skirts, i.e. pencil or mini skirts Stretchy or mini-skirts Skirts shorter than the knee
Pinafore	Grey, black or charcoal knee length dress	Grey, black or charcoal knee length dress	Dress shorter than the knee
Shorts	Black, grey or charcoal <u>tailored</u> shorts or culottes	Black, grey or charcoal <u>tailored</u> shorts or culottes	Fashion shorts / lycra Football shorts
Socks and tights	Plain grey, black or white socks  Plain grey, black or white opaque or knitted tights	Plain grey, black or white socks  Plain grey, black or white opaque or knitted tights	Fashion tights Coloured or patterned socks or tights Bare feet Tights of less than 50 denier
Shoes	Traditional black and low heeled <u>school</u> shoes  Velcro, laces, buckle or slip on only	Traditional black and low heeled <u>school</u> shoes  Velcro, laces, buckle or slip on only	Trainers (even if black) Hi tops High heels, sling backs or open toed sandals Wedges Boots Logos

### Infant School only:

	<b>Ad Astra</b>	<b>CHIS</b>	<b>Not Acceptable</b>
Polo shirt	Plain white – no motif	Plain white – no motif	Shirt Coloured polo shirt

### Junior School Only:

	<b>Haymoor</b>	<b>CHJS</b>	<b>Not Acceptable</b>
Shirt	Plain white short or long-sleeved school shirt with collar  Tucked in and buttoned up at the neck	Plain white short or long-sleeved school shirt with collar  Tucked in and buttoned up at the neck	Casual or fashion shirt Polo shirts
Tie	Green and gold striped tie clip on or tie	Purple and grey striped tie clip on or tie	No school tie

**Summer Term Uniform**  
**(following Easter holidays only)**

	Ad Astra/Haymoor	CHIS/CHJS	Not Acceptable
Summer dress	Green and white striped or checked dress – knee length	Lilac and white striped or checked dress – knee length	
Jumper or school sweatshirt or school cardigan	Bottle green with logo	Purple with logo	Other sweatshirts Hooded top Fleece Non regulation jumper/cardigan
Shorts	Black, grey or charcoal <u>tailored</u> shorts or culottes	Black, grey or charcoal <u>tailored</u> shorts or culottes	Fashion shorts / lycra Football shorts
Shoes	Traditional black and low heeled <u>school</u> shoes  Velcro, laces, buckle or slip on only	Traditional black and low heeled <u>school</u> shoes  Velcro, laces, buckle or slip on only	Trainers (even if black) Hi tops High heels, sling backs or open toed sandals Wedges Boots Logos

	Ad Astra	Haymoor	CHIS	CHJS	Not Acceptable
Polo shirt	White	White - no tie required if wearing a polo shirt	White	White - no tie required if wearing a polo shirt	Coloured polo shirt
Short sleeved shirt/blouse	N/A	White. If wearing the collared winter shirt, a tie <b>MUST</b> be worn	N/A	White. If wearing the collared winter shirt, a tie <b>MUST</b> be worn	

## PE Kit

<b>For all Teach Schools</b>	<b>Acceptable</b>	<b>Not Acceptable</b>
Shorts	Black or white	Fashion sports wear Leggings
Trainers	Non-marking Supportive footwear Lace or Velcro fastening	Plimsolls
Tracksuit trousers	Navy, black or grey – for use in cold weather	Brand names that dominate the garment
P.E. bag	Drawstring	

### **Infant School only**

T-shirt	Plain white	Brand names
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### **Junior School only**

T-shirt	Coloured PE t-shirt (with school logo) in their house colour	Other coloured T-shirts Brand names
Shin pads	For football or hockey	
	<b>Haymoor</b>	<b>CHJS</b>
Socks	White, black or green	White, black or purple

#### Swimming:

All children need to wear a swimming costume or swimming shorts (shorts may not be below the knee in length) and a swimming hat. Pupils can request changes to swimwear for personal or religious reasons. Children with a verruca need to wear a verruca sock or have a waterproof treatment covering.

	<b>Acceptable</b>	<b>Not Acceptable</b>
Jewellery	Maximum of two small plain gold or silver stud-like earrings (one in each ear) Watches, but NOT Smart watches.	Not coloured or patterned earrings / hoops etc Not permitted on a P.E. or swimming day Covering piercings with plasters Smart Watches No other accessories to be worn
Hair and make up	Conventional style and natural colour  Shoulder-length hair or longer to be tied up  Hairbands in school colours	Inappropriate hairstyles i.e. brightly coloured, shaven and/or patterned styles Inappropriate hairbands i.e. brightly coloured, big bows Make-up, nail varnish, tattoo transfers. No make-up is permitted in school time

	or muted colours	
School bag (Infant School only)	Bookbag with the school logo	Rucksacks

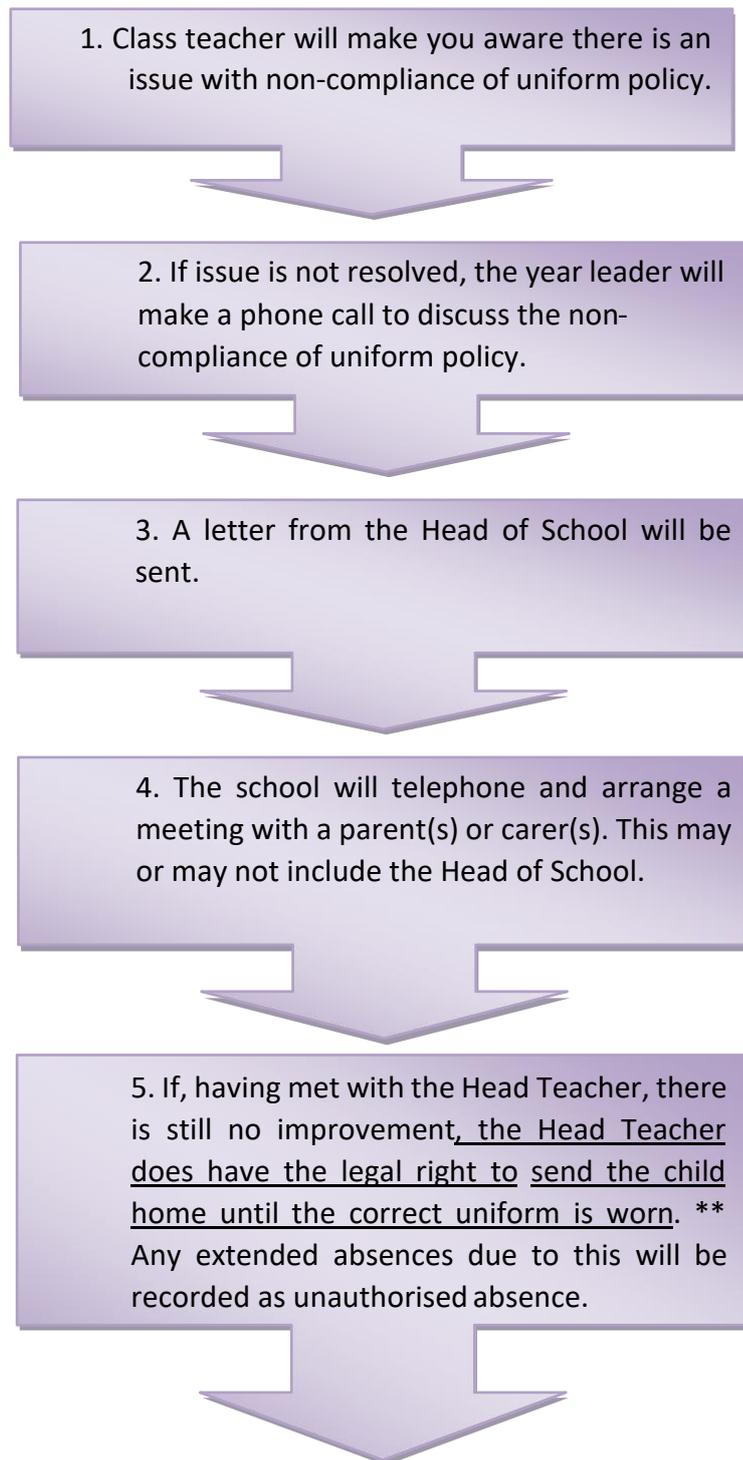
Please note: Whilst we understand that, as the school academic year comes to an end, your child may grow out of their school shoes, we still wish to maintain standards and the school uniform rules still applies. Please contact the Pastoral Care Team to discuss if you have any queries.

**Obviously, the very large majority of pupils and parent(s)/carer(s) adhere to these high standards and support the schools in upholding them, for the good of their children and the positive reputations of the TEACH Trust schools. We are very grateful for this support and thank you for taking pride in your child's appearance and their school.**

### **Adhering to the TEACH Trust Uniform Policy**

All pupils are expected to wear the appropriate uniform from home to school and home again, except when permission has been given because of school educational visits, or pre-arranged activity days, such as Comic Relief or non-uniform days. All pupils are representing the school at all times and should take pride in being part of their community.

If your child does attend school in uniform which does not conform to the agreed school policy, please note the following procedures will be followed:



\*\* Obviously, as a 'primary school' we do not wish to exercise this right, and feel that the steps shown above give parent(s)/carer(s) plenty of opportunity to rectify any breaches of school uniform. However, it is essential that ALL parent(s)/carer(s) and pupils take a shared responsibility for the reputation and appearance of the schools and their pupils.

(Please see below for reference to the document which refers to the Department for Education Guidance on School Uniform 2013)

## **Department for Education – School Uniform Guidance – Sept 2013**

**(Reference: DFE-00198-2013)**

“Teachers can discipline pupils for breaching the school’s rules on appearance or uniform. This should be carried out in accordance with the school’s published behaviour policy.

A head teacher, or a person authorised by the head teacher, may ask a pupil to go home briefly to remedy a breach of the school’s rules on appearance and uniform. When making this decision schools need to consider the child’s age and vulnerability, the ease and time it will take, and the availability of the child’s parent(s)/carer(s). This is not an exclusion but an authorised absence. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the pupil’s absence may be counted as an unauthorised absence. In either case the pupil’s parent(s)/carer(s) must be notified and the absence should be recorded. If a school is considering excluding a pupil in response to breaches of uniform policy then this must be in line with the legal requirements for exclusion.”

### **Support for Families with School Uniform**

In agreeing our school uniform, Trustees have been careful to minimise the amount of uniform which must be purchased from specialist suppliers, in order to keep costs down.

All uniform items, apart from the school jumper/cardigan (and PE shirts at our junior schools), are generic and can be purchased from cheaper suppliers, such as supermarkets and value clothing stores. Having researched these items, we are aware that skirts and trousers, for example, can be bought for as little as £3 per pair. (We do ask that you take care NOT to buy clingy or tighter school trousers for girls from these uniform ranges, however, as they are most unflattering and entirely inappropriate for primary school aged pupils.)

The choice of school shoes has also been left intentionally broad, so that they may be purchased from a variety of outlets – however, the stipulation of NO TRAINERS is non-negotiable. (Black smart school shoes can be bought, for example, for as little as £8 and upwards from local supermarkets.)

We do appreciate that some families may struggle with replacing uniform as it is outgrown, so please do talk to us if you have concerns. We may be able to help by, for example:

- Looking through the second hand uniform items sold by the parent(s)/carer(s) Associations of each school for a small donation
- Finding suitable unclaimed, good condition items from school lost property

**If you are experiencing financial difficulties, then please do come and talk to the Pastoral Care Team, as we may be able to offer you support.**

## Uniform Policy

### Equality Impact Assessment

Question	Response	
Which relevant groups and stakeholders have been consulted with in relation to this policy?		Please tick
	Pupils	
	Trustees	√
	Staff	
	Parent(s)/Carer(s)	√
	Local Authority	
	Trade Unions	
What are the arrangements for monitoring and reviewing the actual impact of the policy?	Other Advisors (give details)	
	Termly	
	Annually	
	When applied	
	If legislation changes	√
	If a formal complaint	

Characteristic Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address potential positive/negative impact (e.g. adjustment to the policy)
<b>Disability</b>			
<b>Gender reassignment</b>	√	Previous policy that was gender specific	Policy is adapted to remove all reference to gender – uniform policy is gender neutral.
<b>Marriage or civil partnership</b>			
<b>Pregnancy and maternity</b>			
<b>Race</b>			
<b>Religion or belief</b>			
<b>Sexual orientation</b>			
<b>Sex (gender)</b>	√	Previous policy that was gender specific	Policy is adapted to remove all reference to gender – uniform policy is gender neutral.
<b>Age</b>			
<b>SEN</b>			

<b>Vulnerable</b>	√	Some families may be unable to fund their uniform	Policy is adapted to use affordable supplied and there is a PP £50 bursary.
<b>Traveller, migrant, refugees and people seeking asylum</b>			
<b>EAL</b>			