



# Old Earth School School Uniform Policy

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Signed by:

_____	Headteacher	Date: _____
_____	Chair of governors	Date: _____

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## **Statement of intent**

Old Earth 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 pupils, 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 pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils 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.

## 1. 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:

- Complaints Procedures Policy
- Behaviour Policy
- LGBTQ+ Policy
- Tendering and Procurement 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 and inclusive, and does not disadvantage any pupil by virtue 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 how best value for money has been achieved in the uniform policy.
- 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:

- Ensuring the school's uniform policy is implemented 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 top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Highlighting and speaking to 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 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.

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 is committed to ensuring that its school uniform is affordable and accessible to all pupils, 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 pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- Children Looked After and Children Previously Looked After.

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 pupil, 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 pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils 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, e.g. by offering the option of non-branded items that can be bought at retailers instead of requiring special branded jumpers.

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 does not have a preferred uniform provider but works with multiple suppliers to obtain the best value for money possible and signpost parents/carers to retail outlets that stock items appropriate to the school.

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

#### 4. 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 pupils 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 cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, 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 pupils 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. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The school ensures that pupils 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 pupils 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 pupils 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 pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## 5. 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 pupil to accommodate particular social and cultural circumstances.

## 6. School uniform supplier

The school does not have a contract with any particular school uniform supplier. However, we advertise two companies on our website who can provide items of Old Earth School uniform complete with school logos. <https://www.oldearth.co.uk/uniform>

The school will provide a list of suppliers who stock branded items along with their current price list and details of how parents/carers can purchase the items. The school will ask suppliers to provide updated price lists annually. The school will also provide suggestions to parents/carers for where they might be able to purchase unbranded items i.e. supermarkets, high street and online retailers.

Where the school is proposing to change suppliers, it will reach out to suppliers by March in the determination year.

## 7. Uniform assistance

The school holds second-hand school uniforms for parents to access; access to these uniforms is available upon request made to the School Office. Parents are invited to donate their child's uniform when they no longer need it.

## 8. Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, is permitted to ask a pupil to change their uniform or remove an item of uniform that is not part of the school uniform outlined in this policy.

Parents will be notified in all cases.

## 9. School uniform

### School colours

Our school colours are as follows:

- **Burgundy**
- **Yellow/ Gold**

### Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire
<b>Regular school uniform</b>			
Branded or non-branded burgundy sweatshirt or burgundy cardigan	Required	School logo on left-hand side	Branded sweatshirt and cardigan available from school supplier and second hand from school office. Non-branded burgundy sweatshirt or cardigan can be bought from regular retailers. Iron-on logo available.
Branded or non-branded yellow polo shirt	Required	School logo on left-hand side	Available from school supplier, second hand from school office and available from regular retailers. Non-branded polo shirts can be bought from regular retailers. Iron-on logo available.
Black or grey trousers or tailored shorts or black or grey	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers.



pleated skirt or grey pinafore.			
Red pleated gingham dress.	Optional	No branding	Available from school supplier, second hand from school office and available from regular retailers.
Sensible, plain black shoes	Required	No branding	Available from regular retailers.
Burgundy school fleece/ waterproof fleece.	Optional	School logo on left-hand side	Available from school supplier and second hand from school office.
<b>PE kit</b>			
Branded or non-branded red, blue, green or yellow t-shirt (depending on House teams).	Required	School logo on left-hand side	Available from school supplier. Plain t-shirts available from regular retailers.
Plain black PE shorts	Required	No branding	Available from school supplier and regular retailers.
Plain black PE leggings, tracksuit bottoms or jogging bottoms with elasticated ankles.	Optional	No branding	Available from school suppliers and regular retailers.
Branded or non-branded burgundy hooded sweatshirt or burgundy sweatshirt or plain black tracksuit top.	Optional	School logo on right-hand side	Available from school suppliers.
Plain black swimming trunks or plain black swimsuit.	Required for children attending swimming lessons only.	No branding	Available from school suppliers and regular retailers.

Plain black plimsolls or plain black trainers.	Required for indoor and outdoor PE lessons	No branding	
Accessories			
School book bag	Optional	School logo	Available from school supplier.
PE bag	Optional	School logo	Available from school suppliers and regular retailers.
Branded or non-branded burgundy sunhat/ baseball cap.	Optional.	School logo	Available from school suppliers and regular retailers.

Pupils who are wearing skirts must also wear black or grey tights. In the summer months or during periods of warm weather pupils can wear grey, black or white socks instead of tights.

Trainers are not considered suitable footwear. High heels are not permitted; however, block heels of no more than 3cm can be worn.

Skirts must be knee-length. Black jeans are not permitted.

Parents who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- **Plain T-shirt with no branding or logos from professional sports teams**
- **Plain shorts or tracksuit bottoms with no branding or logos from professional sports teams**
- **Suitable trainers**
- **Suitable sports footwear.**

Parents are responsible for ensuring their child brings their PE kit to school when needed.

### **Jewellery**

Permitted jewellery that may be worn is:

- **One pair of stud earrings – no other piercings are permitted.**
- **A smart and sensible wristwatch for telling the time (Smartwatches are not to be worn)**

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

### **School bag**

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

### **Hairstyles**

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil'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.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

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

### **Makeup**

The school rules on makeup are as follows:

- **Makeup is not permitted.**
- **False nails and nail extensions are not permitted.**
- **Nail varnish must not be worn.**
- **Temporary tattoos are not permitted.**

As in all cases where staff feel the policy has not been followed they will issue a reminder to the child and the parent/carer and expect that this will be addressed and the child will return to school the next day following the policy. Where appropriate the school may contact the parent/carer and ask them to attend school to support the child to meet the expectations of this policy.

## **10. Adverse weather**

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sun hat or baseball cap.
- Sunglasses with UV protection when outside, where possible.

Pupils are advised not to wear any jumpers or cardigans during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are 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 they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

## 11. Labelling

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in school. All lost property is retained for one term and is then placed into the second-hand uniform stock if it is not collected within this time.

## 12. Pupil dress on PE days

*\*This only applies to pupils in Key Stage 2 (Year 3 to Year 6) and not to pupils in Early Years Foundation Stage and Key Stage 1 who will change into PE kit in their classrooms.*

Key Stage 2 pupils are encouraged to wear a modified school uniform on their PE days as the school does not have any designated changing facilities available.

Pupils can come to school wearing their PE t-shirt, plain black jogging bottoms or tracksuit bottoms and plain black trainers. Pupils should wear their school sweatshirt or an optional school hooded PE sweatshirt over their PE t-shirt. **The optional PE hooded sweatshirt must only be worn on PE days.**

If pupils do not have plain black trainers they must wear school shoes and they will change into their trainers before the start of the lesson.

Pupils should also bring their school uniform to school with them to change into after their lesson if they need to do this i.e. if they are wet from the outdoor session or it may be more hygienic for them to change after the lesson.

Pupils who do not come in their modified uniform will need to get changed outside lesson time (playtime or lunchtime) where appropriate facilities are available.

## 13. Monitoring and review

This policy is reviewed **annually** by the chair of governors and the headteacher.

The scheduled review date for this policy is **July 2024**.

