

St Mary Magdalene C of E Primary School
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School Uniform Policy

Reviewed September 2024

Policy: School Uniform
Approved by: Local Governing Body
Date: November 2024
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VERSION CONTROL			
VERSION	DATE	AUTHOR	CHANGES
2022	Sept 2022	R Watson	Update to Legal Framework
2024	Sept 2024	B Enever	Update to legal framework Addition of Wellington boots

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Statement of intent

In our family, we have the courage to embody Jesus' love for us. We put others' needs above our own. We act with integrity and respect. And when others fall short of our expectations, we support them to atone and extend our forgiveness. In doing this, we prepare children to live life in all its fullness: its joys and celebrations, its sorrows and struggles. The values which are most pertinent to this policy, alongside their links, are detailed below:

Courage

We are called to create an environment where both children and staff aspire to be, and give, their best. Everyone is emboldened to take risks, overcome challenges and be courageous in their efforts to achieve their potential. Leaders challenge poor school attendance in order that children can access learning and:

- gain knowledge, skills and experiences to navigate life in an evolving world; and
- develop characteristics such as self-belief, ambition, and resilience to overcome life's challenges.

"Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God is with you." (Joshua 1:9)

Love

Jesus embodies the love and compassion of God for each person, and Christians are called to follow him in this. In our family, love impels us to:

- put others' needs above our own;
- act with humility and without entitlement;
- empower all our community to flourish and succeed;
- provide a haven of compassion and safety, where children and adults know that they are cherished; and
- support those who are struggling to attend school because they are experiencing suffering and sadness.

"Let all that you do be done in love." (1 Corinthians 16:14)

Respect

We seek to model to children an ethos of living well together. The flourishing of pupils goes hand in hand with the flourishing of the wider school community: staff, families, governors and friends of the school. Just as Jesus respected people by taking the time to care for them, we endeavour to:

- celebrate the Christian faith;
- foster deep respect for other cultures, faiths and traditions;
- provide an inclusive environment where special provision is afforded to those with disabilities or special educational needs; and
- challenge inequality.

“Whatever you wish that others would do to you, do also to them.” (Matthew 7:12)

Forgiveness

Faults, flaws, and mistakes are an unavoidable part of human life. Though Jesus preached the importance of repentance, even in moments of great personal torture, he prayed for forgiveness for his tormentors. Therefore, in our family, we seek to:

- hold ourselves and others accountable for our/their actions, including school attendance;
- have a robust approach to dealing with persistent absenteeism;
- repent when we fall short of our own and others’ expectations; and
- forgive others for their indiscretions.

“If your brother sins, rebuke him, and if he repents, forgive him.” (Luke 17:3)

Honesty

An honest person makes a habit of making accurate, trustworthy statements about life, self, others, and God; they represent themselves just as they are and tell others the truth about themselves. That said, the Bible tells us that honesty should always be accompanied by gentleness (Colossians 4:6). With this in mind, we strive to build kind and trusting relationships by:

- speaking and acting with integrity;
- ensuring that children have a strong voice in relation to their attendance at school, and acting on this; and
- working openly and compassionately with families in relation to pupils’ attendance, even when messages might be difficult to give or receive.

“And you will know the truth, and the truth will set you free.” (John 8:32)

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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'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

2. Roles and responsibilities

2.1. 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 equal opportunities are considered regarding the school's uniform and that no person is discriminated against.
- Ensuring that the school's uniform is accessible and affordable.

2.2. 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 pupil is in breach of the policy.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

2.3. Teachers are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.

- 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.

2.4. 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 and presentable.
- 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 and availability

- 3.1. In accordance with the School Admissions Code, the school ensures that the school's uniform policy does not discourage parents from applying for a place for their child.
- 3.2. 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.
- 3.3. The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible.
- 3.4. The school does not enter into exclusive single supplier contracts or cash-back arrangements.
- 3.5. The school does not amend uniform requirements regularly and takes the views of parents and pupils into account when considering changes to school uniforms.
- 3.6. Where wholesale changes are required, the school ensures that assistance is provided to parents struggling to meet the associated costs.

4. Religious clothing

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- 4.1. Some religions and beliefs require their members to conform to a specific dress code. The school does not discriminate against any religion or belief; however, the school weighs the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community.
- 4.2. The school endeavours to allow religious requirements to be met where possible.
- 4.3. 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.

5. Equality

- 5.1. The school is required to ensure that this policy does not discriminate unlawfully.
- 5.2. Every step has been taken to ensure that the cost of girls' and boys' uniforms are not disproportionate.
- 5.3. The school endeavours to ensure that our uniform is as gender neutral and inclusive as possible.

6. Complaints and challenges

- 6.1. The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.
- 6.2. To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.
- 6.3. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.
- 6.4. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

7. School uniform supplier

- 7.1. Our school uniform supplier is:
 - Name of supplier – Just Schoolwear
 - Address of supplier – Unit 3 Calverton Business Park, Hoyle Road, Calverton, Notts, NG14 6QL
 - Tel: phone number – 0115 965 3461

Our school do not insist that uniform is purchased from our supplier. This is parental choice and our supplier provide the items embroidered with the school logo.

8. Uniform assistance

- 8.1. The school supports vulnerable families in meeting the costs of uniforms (please contact the school office for further information)
- 8.2. To claim school uniform assistance, parents should be eligible for FSM.
- 8.3. The budget for the school uniform assistance scheme comes from pupil premium funds.
- 8.4. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

9. Non-compliance

- 9.1. Teachers will speak to pupils for breaching this policy, in accordance with the school's Behaviour Policy.
- 9.2. If the breach of uniform is persistent, parents will be contacted to rectify the breach of the Uniform policy.

10. School colours

10.1. Our school colours are as follows:

- Blue
- Gold

11. The uniform

11.1. The school endeavours to ensure that our uniform is as gender neutral as possible.

11.2. The boys' uniform is as follows:

- Navy blue v necked sweatshirt
- Sky blue shirt
- School tie
- Grey trousers or tailored shorts
- Black shoes
- Wellington boots
- School fleece (optional and to be removed during lesson time)

11.3. Trainers are not considered suitable footwear.

11.4. The girls' uniform is as follows:

- Navy blue v necked sweatshirt or cardigan
- Sky blue shirt
- School tie
- Grey trousers, skirt or pinafore
- Grey or black tights
- Black shoes
- Wellington boots
- School fleece (optional and to be removed during lesson time)

11.5. Sensible plain black shoes must be worn by both boys and girls.

11.6. Skirts must be knee-length.

11.7. Black jeans are not permitted.

11.8. PE kits are as follows:

- White t-shirt or polo shirt
- Navy blue shorts or jogging bottoms
- Suitable trainers
- Plimsolls

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

12. Jewellery

12.1. The only permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart/sensible wrist watch.

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

12.3. All jewellery must be removed at home on the days your child has P.E lessons.

13. Hairstyles

13.1. The school reserves the right to make a judgement on the suitability of pupils' hair and appearance.

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- 13.2. Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds, taking into consideration each individual pupil's scenario.
- 13.3. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.
- 13.4. Long hair must be tied up during practical lessons, e.g. during PE.
- 13.5. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.
- 13.6. Hair extensions are not permitted.

14. Make-up

- 14.1. False nails and nail extensions are not permitted.
- 14.2. Only clear nail varnish may be worn.
- 14.3. No pupil is allowed to wear make-up.
- 14.4. Transfer tattoos are permitted

15. Labelling

- 15.1. All pupils' clothing and footwear is clearly labelled with their name.
- 15.2. Any lost clothing is to be taken to the lost property box in the school hall. All lost property is retained for one term and is disposed of if it is not collected within this time.

16. Monitoring and review

- 16.1. This policy is reviewed every two years by the chair of governors and the headteacher.

The scheduled review date for this policy is September 2024