

William Barnes Primary School Uniform Policy

Approved by the FGB: 18th September 2023

Signed by the Headteacher: Karen Wrixon

Review date: Autumn 2027

1. Introduction and purpose

This is the uniform policy of William Barnes Primary School including the Early Years and Foundation Stage where applicable. The policy is published on the school's website and can be downloaded.

2. Scope

This policy is consistent with our Equal Opportunities Policy and applies equally to all pupils, irrespective of their sex, gender reassignment, race, disability, religion, belief or special educational needs, subject to considerations of safety and welfare.

3. Legislation and Regulation

This policy has been prepared to meet the school's responsibilities under the Equality Act of 2010, and where applicable, the statutory Framework for the Early Years and Foundation Stage (DFE, 2017)

4. This policy has regard to the following guidance and advice

- Special Educational needs and disability code of practice: 0-25 years (DFE, 2015)
- School Admissions code: Statutory guidance for admission authorities, governing bodies, local authorities, school educators and admission appeals panels (DFE, December 2014)
- Exclusion from maintained school, academies and pupil referral units in England: Statutory guidance for those with legal responsibilities in relation to exclusion (DFE, September 2017)
- Guidance – School Uniforms (DFE, June 2023)

5. Uniform

Our school uniform must be worn at all times during the day and when travelling to and from school. Uniform must also be worn for educational visits unless parents are informed otherwise. All items of uniform need to be marked with pupil's name.

Pupils are expected to wear the correct uniform. Parents of pupils not wearing the correct uniform will be spoken to by the teacher or Headteacher. Parents who send their children to school without the correct uniform need to either send a note, ring the office or speak to their child's class teacher explaining why.

The Headteacher and governors will consider reasonable requests to alter the school's uniform, for example for transgender pupils, genuine religious requirements and reasonable adjustments for children with disabilities. Where there is uncertainty as to whether an item can be worn because it is a reasonable adjustment, the issue must be referred to the headteacher whose decision will be final, subject to the school's complaint procedure.

6. Symbols of Faith

Certain items of jewellery such as the Kara bangle, and certain items of headwear, such as the turban and headscarves may be worn by pupils when doing so genuinely based on manifesting religious or racial beliefs or identity. This is subject to considerations of safety and welfare and the school's existing uniform policy principles that are set out in Appendix 1 and Appendix 2.

Where there is uncertainty as to whether an item can be worn because it is a symbol of faith, the issue must be referred to the headteacher whose decision will be final, subject to the school's complaints procedure.

7. Disabled Pupils

Reasonable adjustments may be required to the uniform for disabled pupils who require them. The pupil or their parents/carers should refer the matter to the headteacher to ensure all reasonable adjustments are made to accommodate the pupil.

8. Valuables

The school does not take responsibility for the damage, loss or theft of any of valuable items brought to school. All uniform and PE kit should be clearly labelled with first name and surname.

9. Jewellery

At William Barnes, children are allowed to have stud earrings or very small hoop earrings. Body piercings are not allowed. Children who cannot remove their earrings may not be allowed to swim in the second half of the summer term. As a result, the school recommends that children have their ears pierced in the summer holidays. Earrings should be removed for PE, however if this is not possible, children must put surgical tape over their ears for PE lessons.

Children are not allowed to wear any other types of jewellery apart from earrings.

Children can wear a watch, but smartwatches are not allowed.

10. Makeup

Children are not allowed to wear make up for school including nail varnish. If children arrive at school with makeup or nail varnish, the school will ring the parents before removing it at school.

11. Hot weather and Sunshine

In the Summer when the weather is hot and sunny, children will be asked to bring a sun hat each day, put on sun cream in the morning before coming to school and refrain from wearing cardigans and fleeces to school so that the children do not overheat. Children who do not bring sunhats could be asked to stay inside or sit in the shade during playtime.

12. School Shoes

Shoes for school should be chosen to allow the children to run around during play times. Shoes must have a flat heel. High heels are not allowed. Boots are not allowed. Children with boots or high heels could be asked to stay in at play time for their safety.

Children should not have trainers as their school shoes. However, school shoes that are designed for running around are recommended.

13. Hair

Children with long hair must have it tied back if it reaches shoulder length to ensure that they can see the teacher at all times during learning, to ensure it does not become entangled with equipment at playtime and during PE lessons, and for hygiene reasons, e.g., to minimise the risk of nits spreading. Hair should be tied back so that it is not beyond shoulder length. No extreme hairstyles, fashion hair styles or coloured hair is permitted.

14. Non-uniform Days

The school often has non-uniform days to raise money for charity and school funds. On these days, children should wear clothes that do not show midriffs or shoulders. Skirts should be of a sensible length, and they must not wear boots or high heels. If children do not wear appropriate clothing on non-school uniform days, they may be asked to stay in during break times.

15. PE days and the 15 Minute run

On PE days, children should wear their PE kit to school. In Key Stage 2, the children currently have the fifteen-minute run twice each week. On their fifteen-minute run days, they should bring a change of shoes to run in, if their normal school shoes are not suitable for running for 15 minutes.

16. Responsibilities

The following responsibilities apply in relation to the policy

- Teachers and teaching assistants are responsible for ensuring pupils adhere to the policy.
- Headteachers have overall responsibility for the correct implementation of this policy.

17. Monitoring

The uniform policy will be monitored by the head teacher and the Senior Leadership Team, with support from the governing body.

Appendix 1

Uniform requirements at William Barnes Primary School are

- Plain white polo shirt
- Plain dark green pullover, school sweatshirt, school fleece or school cardigan
- Black or grey trousers or shorts
- Plain grey, white or dark green socks.
- Low heeled black shoes or sandals. (Trainers are not allowed, but school shoes that children can run around in are recommended.)
- Grey or black skirt, pinafore dress

PE Kit

Inside –

- Green school PE shirt. Logo school uniform is optional and can be purchased from www.myclothing.com
- Navy or black shorts
- Black or white plimsolls

- PE socks

Outside -

- Same as indoor PE kit
- Trainers for outside PE
- In cold weather tracksuit trousers and plain jumper, sweatshirt or school fleece should be worn over indoor PE kit if your child feels the cold.
- PE kit should be named and kept in a PE bag or drawstring bag.

After school clubs

In KS2, children who take part in tag rugby club will need football boots. In KS2, children who take part in football club will need football boots, football socks and shin pads. Children without this equipment may not be allowed to take part and will have to watch until they are collected at the end of the club.

For other after school clubs, children will need to wear their normal PE kit.

Branded and Fashionable PE Kit

William Barnes strongly disapproves of the wearing of expensive and fashionable branded PE kit because this is divisive and does not help create a sense of belonging and shared identity amongst the children.

Swimming

- Swimming shorts
- One-piece swimsuit
- Rash vests may be worn
- Swimming hat
- Earrings (including studs) must be removed before swimming

Appendix 2

Cost

In sourcing suppliers for school uniform, William Barnes Primary School has attempted to achieve best value by avoiding branded items and allowing purchase from supermarkets where possible. The costs of the school's uniform should not discourage parents from applying to the school. Any savings the school can achieve by using single service suppliers should be passed onto the parents wherever possible.

Equality

If substantial changes to the uniform are planned, the school recognises that it should consult widely with stakeholders and particularly parents. The school should weigh up competing points of view before making any decision. This may involve taking input from religious communities if appropriate.

In determining a uniform policy, the school may decide that the needs of individual groups are outweighed by factors that affect the majority. These may include health and safety, security, teaching and learning, protecting people from external pressures and promoting a cohesive school

identity that supports high standards as well as promoting harmony between different groups within the school. The school must balance the needs of the individual against the best needs of the school community as a whole.

Noting the school's responsibilities under the Equality Act of 2010, William Barnes Primary School must carefully consider any requests from the pupils to vary the policy, and particularly from those who have any protected characteristics under the Equality Act, including but not limited to disability, religion and gender reassignment (transgender).

Any requests must be reasonable and made in writing to the headteacher. Requests should be considered on a case-by-case basis with attention specific circumstances, with individual decisions not setting a precedent. The headteacher should log any decisions to vary uniform that they make and the reasons for them.

Any challenges to the policy that cannot be resolved may be escalated to the school's complaints procedure.