



# **Norton and West Chinnock Schools’ School Uniform Policy**

## **Our Christian Vision**

‘I have come that they may have life in all its fullness’ (John 10: 10) underpins the foundation of school life and our vision to enable every child to flourish.

We develop young people with a spirit of curiosity, creativity and respect who are prepared with the knowledge, skills, and adaptability to thrive in the ever-changing world; to live life in all its fullness now and in their futures.

## 1. Aims

This policy aims to:

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

## 2. The schools' legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, the schools:

- 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 the uniform costs the same for all pupils
- Allow all pupils to have long hair (though the schools reserve the right to ask for this to be tied back for hygiene and health and safety reasons)
- Allow all pupils to style their hair in the way that is appropriate for school lessons and activities yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear religious or cultural clothing, for example headscarves
- Allow for adaptations to this policy on the grounds of equality by asking pupils or their parents to contact, through the appropriate School Office, the Head Teacher, who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of school uniform

Both schools have a duty to make sure that the uniform required is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform.

Both schools 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.

Both schools ensure, so far as is reasonably practicable, that the uniform:

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

This is done by:

- Careful consideration whether any items with distinctive characteristics are necessary
- Limiting, where possible, any items with distinctive characteristics

- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to school-branded items, as long as this does not compromise reasonable 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 schools' uniforms can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods, such as creating posters or labels, for signalling differences in groups for interschool competitions
- 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 amendments to and complaints about the policy

#### 4. Expectations for school uniform

##### 4.1 Our schools' uniforms

<b>Norton Sub Hamdon Primary</b>	<b>West Chinnock Primary</b>
<p>Dark green cardigan with school logo or sweatshirt with school logo.</p> <p>Yellow short sleeved polo shirt (with or without logo).</p> <p>Smart dark grey shorts, trousers, skirts or pinafore dress.</p> <p>In summer, a green and white checked dress may be worn with white socks.</p> <p>Dark grey socks or dark grey tights.</p> <p>Smart black shoes.</p> <p>PE Kit:</p> <p>Dark green hooded sweat shirt with school logo.</p>	<p>Dark blue cardigan with school logo or sweatshirt with school logo.</p> <p>White short sleeved polo shirt (with or without logo).</p> <p>Smart dark grey shorts, trousers, skirts or pinafore dress.</p> <p>In summer, a blue and white checked dress may be worn with white socks.</p> <p>Dark grey socks or dark grey tights.</p> <p>Smart black shoes.</p> <p>PE Kit:</p> <p>Dark blue hooded sweat shirt with school logo.</p> <p>White short sleeved t-shirt with or without school logo.</p>

<p>A green t-shirt with school logo or white short sleeved t-shirt with or without school logo.</p> <p>Dark green or black PE shorts (in winter black jogging bottoms may be worn)</p> <p>White sports socks.</p> <p>Trainers.</p>	<p>Black PE shorts (in winter black jogging bottoms may be worn)</p> <p>White sports socks.</p> <p>Trainers.</p>
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### **Make-up and hair**

- Make-up is not permitted
- Nail varnish is not permitted
- False or acrylic nails are not permitted and parents are asked to support with removal
- Pupils are not allowed to wear extreme or unconventional hairstyles
- Only conventional natural hair colouring is allowed
- The schools reserve the right to decide what is extreme and unconventional but invite pupils and parents to ask in advance if they need guidance prior to having a significant change in hair style or colour

### **Jewellery**

- No more than one small earring stud is permitted in each ear
- The schools prohibit the wearing of jewellery, earrings and ear-studs in all aspects of physical activity as these could present a hazard to the wearer and to others. Pupils are encouraged to leave items of jewellery and earrings at home on days when they have physical education lessons. Children who do wear earrings to school on PE days are expected to remove them by themselves
- Nose studs/rings are not permitted
- Pupils are not permitted to wear facial piercings. Parents will be contacted and the piercing will need to be removed. Plasters to cover piercings or clear piercings are not acceptable
- A wristwatch is allowed but not into tests
- Other items of jewellery such as necklaces, rings, studs (including face and tongue piercings or ear stretchers), bracelets, wrist bands, or similar jewellery are not permitted. The only exceptions are medical bracelets and necklaces

## **4.2 Where to purchase it**

- Logo items of school uniform are available to purchase at South West School Wear in Yeovil. Other items are available in supermarkets and clothes retailers.
- Second-hand uniform is available from the FONS (Norton) and the PFA (West Chinnock) who sell good quality second hand uniform.

## **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 the Head Teacher, through the appropriate School Office, 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 is provided with the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the Head Teacher, through the appropriate School Office, 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 are to be:

- Resolved locally
- Dealt with in accordance with the schools' complaints policy

The schools 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. Any pupils and families breaching the uniform policy are given the opportunity to comply, but on-going non-compliance is followed up with the Head Teacher.

Ongoing breaches of our uniform policy will be dealt with by following the Schools' 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.

### **5.4 Governors**

The governing board reviews this policy and makes sure that it:

- Is appropriate for our schools' 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 is reviewed by the Head Teacher every two years. At every review, it is also approved by the 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