

West Earlham Infant and Nursery School

School Uniform Policy

1. Statement of intent

Our policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging, equality and community through a practical uniform.

West Earlham Infant and Nursery School is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

2. Legislative framework

- a. This policy has due regard to statutory legislation and national guidance, including, but not limited to the following:
 - The Education and Inspections Act 2006
 - The Education Act 2011
 - The Human Rights Act 1998
 - The Equality Act 2010
 - DfE (2014) 'School Admissions Code'
 - DfE (2013) 'School uniform'

3. Cost and availability

- a. Under the School Admissions Code 2014, the school must ensure that “policies around school uniform or school trips do not discourage parents from applying for a place for their child” .
- b. West Earlham Infant and Nursery School is committed to fulfilling the DfE’s recommendations on costs and value for money. Every care has been taken to ensure that our uniforms are affordable for all current and potential pupils, and that the best value for money is secured through reputable suppliers.
- c. West Earlham Infant and Nursery School works with multiple suppliers to obtain the best value for money. Any savings negotiated are passed to parents where possible.
- d. The school does not amend uniform requirements regularly and takes into account the views of parents and pupils when considering changes to school uniforms.
- e. Where wholesale changes are required, the school ensures that assistance is provided to parents struggling to meet the associated costs.

4. Religious clothing

- a. Some religions and beliefs require their members to conform to a specific dress code. West Earlham Infant and Nursery School does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow most religious requirements to be met.
- b. 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

- a. The school is required to ensure that the Uniform Policy does not discriminate unlawfully.
- b. Every step has been taken by West Earlham Infant and Nursery School to ensure that the cost of girls’ and boys’ uniforms are not disproportionate.

- c. Pupils identifying as a member of the opposite sex are able to adapt uniform regulations in line with the school's equality policy.

6. Complaints and challenges

- a. The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.
- b. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.
- c. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

7. Non-compliance

- a. For children who come to school in inappropriate school uniform the school will operate a daily loan system. This will be handled sensitively.

8. School colours

The school colours are:

- Royal Blue and white on top
- Black/dark grey on bottoms

9. School uniforms

We provide a uniform with our logo which we prefer children to wear. We do however permit plain sweatshirts/T-shirts or Polo Shirts as long as they are the correct colour.

Uniforms are as follows:

- Plain Royal Blue sweatshirt or cardigan
- Plain White or Royal Blue polo shirt or T-shirt
- Plain black/dark grey trousers, leggings, shorts, skirt, or pinafore dress.
- Summer dress in pale blue check
- Flat Black shoes or trainers that children can do up on their own

10. Footwear

Shoes must be flat and practical and where possible children are able to do up on their own.

11. Jewellery

- a. One pair of stud earrings – no other piercings are acceptable.
- b. Pupils are not permitted to wear any other jewellery in the school grounds, due to health and safety risks.

12. Hairstyles

- a. West Earlham Infant and Nursery School reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance.
- b. Extreme hairstyles, such as mohawks and carved and or patterned or brightly coloured hair, are unacceptable.
- c. Pupils with hairstyles, such as cornrows, may be exempt from the rule above on racial or religious grounds, taking into consideration each individual person's scenario.
- d. Pupils with long hair must tie their hair back so as not to impede their vision, cover their face or provide a health and safety risk.
- e. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

13. Make-up

- a. West Earlham Infant and Nursery School does not consider make-up appropriate and pupils are not permitted to wear any such products; however, there may be exceptions in extreme circumstances, at the headteacher's discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage).

14. Hot weather

- a. Everyone working at/attending the school during daylight hours will be required to wear sun-safe clothing which covers as much of their skin as possible. This includes wearing:
 - b. Loose fitting shirts and dresses with sleeves and collars or covered necklines.
 - c. Longer style skirts, shorts or trousers.
 - d. Tops that cover the shoulder area.
- e. During hot weather, lightweight clothing will be required in order to reduce the risk of overheating. Pupils will be advised not to wear their jumpers during heatwaves.
- f. Children not wearing sun-safe clothing will be required to play in an area protected from the sun, or spare clothing will be provided.

15. Labelling

All clothing and footwear should be clearly labelled with the pupil's name.

Approval

This policy has been reviewed in line with the 2010 Equality Act and Public Sector Equality Act. Due regard has been given to Equality.

This policy will be adopted in **May 2018** coming into effect from September 2018. The date of the next formal review will be **September 2021** and every three years thereafter, unless statutory legislation changes.

Policy approved by the School Development Committee of West Earlham Infant and Nursery School.