

# Hardwick Primary School

## Policy for School Uniform

### Introduction

Most schools in England have a school uniform or dress code, and other rules on appearance. It is the statutory duty of the governing body to ensure that school policies promote good behaviour and discipline amongst pupils. We believe that school uniform prevents the inevitable loss of self-esteem caused to individual children should a family not be able or willing to provide the newest, most expensive or fashionable clothing and equipment. The DFE strongly encourages schools to have a uniform for the following reasons;

- to instil pride
- to support positive behaviour and discipline
- to encourage identity with, and support for, school ethos
- to ensure pupils of all races and backgrounds feel welcome
- to protect children from social pressures to dress in a particular way
- to nurture cohesion and promote good relations between different groups of pupils
- to support effective teaching and learning.

The uniform policy links closely to other policies such as Behaviour and discipline, the Equalities Plan and allows for individual sets of circumstances of all groups and individuals.

### Aims

Through this policy we aim to:

- promote a strong, cohesive, school identity that supports high standards and a sense of belonging among pupils
- create a positive climate that will enable everyone to work free from racial intimidation and harassment and to achieve their full potential
- promote an atmosphere which encourages effort, enjoyment and a celebration of the achievements of all our pupils
- ensure that all children have equal access to wearing school uniform regardless of their culture, race, religion/belief, gender, disability/ability or sexual orientation
- ensure that our policy is fair and reasonable and does not act as a barrier to parents choosing our school
- regularly review the cost and sourcing of school uniform to ensure best value for money
- consider any request that is made to meet the needs of any individual pupil to accommodate their religion, belief or cultural traditions or to meet the needs of an individual pupil because of temporary or permanent medical conditions (any variation will be dealt with on an individual basis and judgements will remain at the discretion of the Headteacher and the Governing Body).

### Behaviour and discipline

Where a pupil is not adhering to school uniform policy, the school will be considerate and discreet in establishing why. There may be good reasons why a pupil is not attending school in the correct uniform. For example, their uniform may have been lost, stolen or damaged. If a pupil is not wearing the correct uniform because their parents are in financial difficulties, the school should be sensitive to the needs of the pupil. A pupil should not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform.

The Headteacher may discipline a pupil for breach of this policy. The child's parents/carers will always be contacted to discuss the issue and they may be asked to bring in the correct uniform so the child can get changed.

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### Human Rights issues

Various religions and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. Some religions require adherents to wear or carry specific religious artefacts, others may hold a belief that they should not cut their hair, and a number of religions require their followers to dress modestly, for example, by wearing loose fitting clothing, or covering their head. Schools should note that the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion or belief at any time, in any place, or in any particular manner. A pupil might have the opportunity to attend a school whose uniform policy can accommodate his or her requirements: this will ensure that his/her religious beliefs are catered for even though the school may not be the one preferred for other reasons. Even if an alternative school is not available, a school uniform policy that has the effect of restricting the freedom of pupils to manifest their religion may still be lawful, so long as this interference with pupils' rights is justified on grounds specified in the Human Rights Act. These include health, safety and the protection of the rights and freedoms of others.

In fulfilling its obligations, the school has to balance the rights of individual pupils against the best interests of the school community as a whole. Where the school has good reason for restricting an individual's freedoms, for example, to ensure the effective delivery of teaching and learning, the promotion of cohesion and good order in the school, the prevention of bullying, or genuine health and safety or security considerations, then the restriction of an individual's rights to manifest their religion or belief may be justified.

### Health and safety

The school has a right to expect that long hair can be safely tied back and it is reasonable to ban pupils from wearing jewellery where it considers that this poses a risk of injury, or where it considers that wearing jewellery to school might place a pupil at increased risk of bullying and harassment. For security purposes, the school needs to be able to identify individual pupils in order to maintain good order and identify intruders easily.

### Teaching and learning

If a pupil's face is obscured for any reason, the teacher may not be able to judge their engagement with learning, and to secure their participation in discussions and practical activities.

### Hardwick School Uniform

In order to maintain a strong sense of identity and belonging within our school, we require all pupils to wear school uniform, which consists of;

- Burgundy sweatshirt, jumper or cardigan (parents are at liberty to purchase them at any retailer, however, sweatshirts with an embroidered school logo are available to buy from the Aubyn Davies in Bury St Edmunds)
- White polo shirt or shirt
- Grey or black trousers/shorts – **not jeans**
- Grey or black skirt/pinafore
- Black 'sensible' footwear – e.g. black shoes for both girls and boys (girls may wear black ankle boots in the winter months)

*Type of shoes not permitted in school due to health and safety: no heels higher than 4cm inclusive of any platform, open sandals and 'Croc' style shoes.*

### Summer Options

- Grey or Black shorts
- Red/burgundy gingham dress

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- Baseball cap/hat to protect from the sun

*Open sandals and 'Croc' style shoes are not permitted due to health and safety reasons.*

### PE Kit

- Burgundy T-Shirt with embroidered logo or a white T-shirt or polo shirt – no football shirts are allowed
- Black shorts
- Trainers for outdoor games only
- Plimsolls for Indoor PE and pupils must be in bare feet for gymnastics – this is for health and safety reasons

All the items above are readily available from the high street or Aubyn Davies (Bury St Edmunds) – if parents and carers find it difficult to obtain any item, please contact the school. Our uniform has been kept simple to avoid unnecessary expense. We expect all pupils to follow the dress code as written above.

NB: The loaning or borrowing of PE kit from other children is not permitted. It is the responsibility of the parent to ensure that their child has the correct PE kit in school. We advise that PE kit should remain in school all week and then go home to be washed either weekly or fortnightly depending on the age of the child and the activities undertaken in PE.

### Jewellery

It is encouraged that pupils do not wear jewellery to school, especially as individuals become very upset if a treasured piece of jewellery goes missing. *Please note that the school will be unable to take any responsibility for any jewellery that is lost*

- Watches may be worn to school. However, they must be removed and collected by the class teacher before any PE lessons and locked away for safe storage. *Please note that the school will be unable to take any responsibility for any watches that are lost.*

### Earrings and piercings

- If you are having your child's ears pierced it is preferable that this is done at the beginning of the summer holidays so the earring can be removed for PE at the start of the new term.
- Should a pupil have pierced ears, plain studs should only be worn.

### Physical Education lessons

The school follows the advice and guidance provided in the 'Safe Practice in Physical Education and Sport' book from the Association for Physical Education (afPE) pages 30-31 paragraphs 2.3.49-2.3.55, and from the Local Authority.

In order to comply with health and safety regulations, ear rings and piercings should be removed for all PE activities. Pupils are responsible for removing their own piercings. For younger children who cannot yet remove their own, earrings should be removed by parents on the morning of PE lesson days. If a child has recently had their ears pierced, studs may be covered with a plaster/tape, which should be provided by the parent/carer. **Staff are not required to remove or tape up earrings for pupils.**

The Association for Physical Education (afPE) state: *"Taping over ear studs may offer a measure of protection in some physical-activity situations where pupils are required to work with their own personal space. However, the amount of tape used needs to be sufficient to prevent the stud post penetrating the bone behind the ear should an unintentional blow be received from someone or some item of equipment, such as a ball. Where taping is utilised, the teacher supervising the group maintains the legal responsibility to ensure the taping is effective in its purpose. Staff are not required to remove or tape up earrings for pupils. Pupils should come ready for the lesson, preferably with earrings removed or adequately taped."*

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### Hair

- We recommend that hair should be neat and tidy and worn with no extremes of style or colour e.g. **Mohican style or shaved patterns are not permitted.** Please leave enough time for any shaved patterns to grow out before the start of a new term.
- Long hair should be tied back during Physical Education lessons with a suitable soft item to prevent entanglements in apparatus and to prevent it obscuring vision.
- A simple hairband or Alice Band may be worn to tie long hair back **but anything added as a fashion accessory e.g. bows is not permitted.**

### Make Up and nails

- No make up or nail varnish should be worn on hands or feet at any time
- Nails need to be sufficiently short to prevent injury to self and others, especially in Physical Education lessons.

### Equipment

- All equipment is provided by the school, however pupils in Key Stage 2 may bring a pencil case which should be of a standard size in order to not take up valuable desk space
- No knives or sharp blades should be brought into the school under any circumstances
- Mobile phones should not be brought into school except in Years 5 and 6 where pupils are allowed to walk home with parental permission. All pupil mobile phones are handed into the school office for safe keeping.
- No 'swap' cards e.g. football cards or other 'swap' items are allowed, unless there has been permission given by the class teacher
- No toys or sports equipment are to be brought to school unless there has been permission given by the class teacher
- No inappropriate books, DVDs or magazines are to be brought to school
- No money should be brought to school unless for a specific permissible purpose
- Bags to carry equipment and belongings should be of a reasonable size as space in the cloakrooms is limited. We strongly encourage parents/carers to provide a book bag, as these are the ideal size.
- No medicine should ever be brought to school by a child ~ with the exception of inhalers or epi-pens

### Role of the Class Teachers and Support Staff

- Set a good example in term of dress. We dress in a practical, yet smart and professional manner.
- Remember that in our respective roles we serve the local community as a set of professionals
- Track suits/sportswear may be worn where Physical Education is being taught.
- No casual, blue denim /jeans to be worn please.
- The official Hardwick Primary School lanyard and staff ID badge must be worn at all times. No other lanyard is permitted.

### Role of the Head teacher and Governing Body

- The Head teacher to ensure that pupils comply with the uniform policy agreed by the governing body.
- The Head Teacher has a duty to enforce the school uniform throughout the school community, as part of the duty within maintenance of day-to-day discipline in the school.
- The Governing body should be receptive to any reasonable complaint from parents or carers, concerning uniform, handling it respectfully, considering fully the issues they raise. Governors should aim to work with parents to arrive at a mutually acceptable outcome.

### Role of the Parents/Guardians

- To ensure that their child / children adhere to the school's uniform policy.

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- Ensure that they come to school in uniform everyday unless there are special circumstances such as Christmas parties and organised non-school uniform days for certain events.
- Ensure children bring PE kits in at the start of the week (for most Primary age children it is suggested that unless a PE kit gets particularly dirty, it can remain at school providing it is washed regularly e.g. weekly/fortnightly)
- Any complaints about the school uniform and dress codes should be raised through the official complaints procedure - with the Headteacher in the first instance, and then through the governing body.

### **Monitoring and review**

This policy will be reviewed regularly and monitored by the Headteacher who will report back to the Governing Body through regular governing body meetings and reports.

**This policy was developed: Autumn 2010**

**This policy was reviewed: Summer 2017**

**This policy is due for review: Summer 2020**

### **APPENDIX 1**

Religious clothing summary — based on guidance developed in consultation with faith communities

#### **Buddhism**

In general there are no religious requirements for everyday dress for Buddhists.

#### **Christianity**

For the majority of Christians there are no particular dress requirements. In some Christian sects such as the Plymouth Brethren women and girls are expected to wear headscarves and modest clothing.

#### **Hinduism**

In general it is not considered acceptable for a Hindu woman to have uncovered legs.

#### **Judaism**

Dress requirements vary with orthodoxy. For more orthodox Jews women and girls are expected to keep the body covered and married women cover their hair. Boys and men often wear a skullcap.

#### **Islam**

The reason for young women beyond puberty wishing to wear full clothing is modesty; that is, not wishing to receive unnecessary attention.

Young women are appropriately modestly dressed if they are wearing salwar kameez or jilbaab with headscarf without the need to wear niqaab in school.

Men are expected to be covered from waist to knee in public places, many Muslim men may also choose to wear a cap but this is not a compulsory religious requirement.

#### **Sikhism**

In general covering the body is a requirement. All initiated Sikhs wear the five 'K' symbols as a sign of their initiation into the Sikh community. Male Sikhs wear a turban, the removal of this is unacceptable.