The Oaks Infant School

School uniform policy

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1. Aims

This policy aims to:

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

2. Our school's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the school office at admin@oaks.kent.sch.uk who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

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

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit, we do not have any expectations that uniform is branded
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- Considering cheaper alternatives to branded items
- Avoiding any requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

Ladybirds Nursery

Uniform for our Nursery class is not compulsory. If you do choose for your child to wear uniform please ensure it is as practical and comfortable as possible. We recommend:

- Grey or black jogging bottoms or elasticated waist trousers, shorts or skirt
- White, green or pastel yellow polo shirt (school logo not essential)
- Green or yellow checked Summer dress or playsuit
- Green or grey jumper / cardigan / fleece (school logo not essential)
- Black comfortable Velcro shoes with good grip (no heels, open toes or laces)
- A pair of wellington boots

Years R - 2

In these years school uniform consists of:

- Grey or black trousers, shorts or skirt (joggers can still be worn in Year R)
- White, green or pastel yellow polo shirt (school logo not essential)
- Green or yellow checked Summer dress or playsuit
- Green or grey jumper / cardigan / fleece (school logo not essential)
- Black comfortable shoes with good grip (no heels or open toes). Velcro shoes are preferable, particularly for Year R.
- A pair of wellington boots

PE Kit (not needed in Year R until after October half term)

- White t-shirt
- Black shorts
- Black jogging bottoms for outside/colder days
- A pair of trainers - Velcro preferable (not plimsolls)

Hover your camera on your phone over the QR code and it will take you to our school website where you will see photographs of what this looks like.

- Jewellry: The only jewellry that is permitted is stud earrings. These must not be worn on PE days, so children must be able to take them out or they are removed before school.

If you wish to purchase branded items of school uniform, this can be done at Forsters and Eastenders shops in Sittingbourne. Any non-branded uniform can be purchased at local supermarkets including ASDA, Sainbury's or Morrisons.

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 school office admin@oaks.kent.sch.uk 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 has the correct uniform and PE kit, and that every item is:

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

Parents/carers are also expected to contact the school office admin@oaks.kent.sch.uk] 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

5.4 Governors

The Local Monitoring Council will review this policy and make sure that it:

- Is appropriate for our school's context

- Is implemented fairly across the school
- Takes into account the views of parents/carers, 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 will be reviewed every 3 years by Catherine hurst Executive Headteacher. At every review, it will be approved by the Local Monitoring Council.

7. Links to other policies

This policy is linked to our:

- Equality information and objectives statement
- Complaints policy