



A Member of Hatton Academies Trust

Title	Uniform Policy
Reviewed	September 2021
Next Review	September 2022
Associated Policies	Home Academy Agreement Behaviour and Relationship Policy
Originator	Claire Byron
Approved	Rob Hardcastle

Please see page 7 onwards for images and descriptions of permitted uniform items.

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Introduction

The following documentation is also related to this policy:

- Equality Act 2010: Advice for schools (DfE)
- School Uniform Guidance (DfE)

At Oakway Academy we feel uniform plays an important part in supporting positive behaviour and discipline; developing the ethos of the academy; supporting teaching and learning; promoting a sense of pride in the academy; promoting a sense of community and belonging towards the academy; promoting equality and supporting health and safety.

We acknowledge that we have an obligation under the Human Rights Act 1998 to protect and to accommodate the rights of individuals to display their religious or cultural dress. Any request based on social or cultural grounds for children to wear other item of clothing, other than or in addition to the specified school uniform, will be considered.

We are aware that a greater number of children are questioning their gender identity than in the past. Therefore, we are introducing a gender neutral uniform which will cater for those children who do not match clothing to gender as well as those who do.

We believe we have a moral duty to keep costs low for parents as we realise they do not have an endless pot of money for new school clothing. Therefore, we will ensure that our school uniform is affordable, provides best value and that it will be sustainably sourced.

We will consult with parents/carers, children, school personnel, community groups, local religious leaders in order to gauge their views regarding any changes to this policy. Parents and children will be informed well in advance of any changes to this policy coming into effect.

- We believe that any child that breaches this policy will be disciplined. However, we do not believe exclusion to be an appropriate response to breaches of this policy, except where they are persistent and defiant.
- Where a child repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response, depending on the circumstances of the cases.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views. These will be sought during the academic year 2021 2022.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

1 Aims

- To ensure children wear school uniform in order to support positive behaviour and discipline, to develop the academy ethos and to support effective teaching and learning.
- To ensure compliance with all relevant legislation connected to this policy.
- To ensure the uniform expectations are simple and easy to adhere to for both children and parents.
- To ensure uniform expectations support in preparing children for entering secondary education.

2 Responsibility for the Policy and Procedure

2.1 Role of Directors

The Director has:

- delegated to the Principal the responsibility of implementing and maintaining this policy
- delegated powers and responsibilities to the Principal to ensure all staff and families are aware of and comply with this policy
- responsibility for ensuring that the academy complies with all equalities legislation
- to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy
- responsibility for ensuring funding is in place to support this policy
- discussing improvements to this policy during the school year
- reviewing the effectiveness of this policy
- responsibility for the effective implementation, monitoring and evaluation of this policy

2.2 Role of the Principal

The Principal will:

- delegate responsibility on its endorsement to the Senior Leadership Team and teachers
- ensure all staff, children and parents are aware of and comply with this policy
- ask all staff to report any child who does not comply with this policy
- write to parents of children not complying with this policy asking for their support before any consequences are imposed
- impose consequences for non-compliance with school uniform
- process any complaints received in the appropriate way as stated in the school's complaints policy
- report to the Directors the number of children who fail to comply with this policy
- provide leadership and vision in respect of equality
- provide guidance, support and training to all staff
- monitor the effectiveness of this policy by speaking with children, staff, parents and directors
- regularly report to the Directors on the success and development of this policy

2.3 Role of Staff

Staff will:

- comply with all aspects of this policy
- lead by example dressing appropriately in business-like clothes
- be of a neat and tidy appearance
- report any child who does not comply with this policy
- implement the school's equalities policy
- report and deal with all incidents of discrimination
- attend appropriate training sessions on equality
- promote the compliance of this policy with children

2.4 Role of Children

Children will:

- be aware of and comply with this policy by wearing correct uniform
- be polite and well behaved at all times
- show consideration to others
- obey all health and safety regulations in all areas of the school
- co-sign and abide by the Home School Agreement
- liaise with the School Council about any improvements to this policy
- take part in questionnaires and surveys

2.5 Role of Parents/Carers

Parents/Carers will:

- be aware of and comply with this policy by ensuring their children wear school uniform at all times
- be contactable if their child is not wearing the correct uniform
- ensure that their child's uniform is clean and good repair
- support the academy's Uniform Policy and Behaviour and Relationship Policy to ensure smooth running of the academy
- co-sign and abide by the Home / Academy Agreement
- be asked to take part in periodic surveys conducted by the school

2.6 Compulsory Items of Uniform

Early Years to Year 4

- Round Neck Sweater or Cardigan with Oakway Academy Logo
- White Polo Shirt with Oakway Academy Logo or Plain White Polo Shirt
- Black or Grey Trousers, Skirt, Pinafore Dress (no leggings)
- Plain White, Black or Grey Socks or Tights
- Oakway Academy Fleece (optional)
- Book Bag (optional)
- For footwear please see below



Years 5 to 6

- V-Neck Sweater or Cardigan with Oakway Academy Logo
- Plain White Shirt with Collar
- School Tie
- Black or Grey Trousers, Skirt, Pinafore Dress (no leggings)
- Plain White, Black or Grey Socks or Tights
- Oakway Academy Fleece (optional)
- Book Bag (optional)
- For footwear please see below



Summer Uniform for Years R to 6 as above and can include:

- Black/Grey School Tailored Knee Length Shorts
- Blue Checked Dress
- White Polo Shirt with Oakway Academy Logo or Plain White Polo Shirt
- No Tie (years 5 and 6)



School Uniform Footwear

- Plain black leather / leather-like shoes that can be polished

Shoes

Examples of acceptable styles:



Examples of acceptable styles:



Unacceptable Styles



- No; logos, canvas, coloured lines or patterns, high heels, flip flops, strappy sandals or boots above the ankle. **Footwear MUST be entirely black.**

Jewellery

- One pair of stud earrings only worn in the ear lobe
- No dangling earrings or hoops are permitted
- A wrist watch (not a smart watch)
- No other jewellery is permitted
- **Earrings MUST be removed for PE and swimming. If your child cannot remove them unaided, they must not wear them on PE or swimming days.**

PE Uniform

- Blue T-Shirt with Oakway Academy Logo or Plain White T-shirt
- Black PE Shorts
- Plain Navy Tracksuit (no logos, patterns or other colours)

A couple of suggested affordable priced outlets: Decathlon (<https://www.decathlon.co.uk/>),

Asda George (<https://www.direct.asda.com/george/school/sports-swimwear>)

Several other supermarkets and retailers have similarly priced, readily available items

- Trainers (suitable for sports and preferably black)



All items of Oakway Logo Uniform can be ordered via ParentMail

Swimming Uniform

- One piece swimming costume
- Swimming trunks that are tight fitting
- Swimming cap
- **No two piece bikinis or loose fitting swim shorts**



3 Sanctions

- Letter home to remind parents of the uniform expectations and to point out the breach
- Discussion with parents to discuss reasons for the non-compliance and seek resolution
- Discussion with parents to advise of the sanctions for the child should they continue to fail to comply with this policy despite resolution being agreed
- Child to miss break times until the issue has been resolved
- Child may not be permitted to participate in PE if clothing is not appropriate for the activities and could cause health and safety issues
- Exclusion to be considered for persistent breach of this policy despite above attempts to seek a resolution

4. Complaints

We have in place clear procedures to deal with any complaint made against the academy or individuals connected with it. We take any complaint seriously and we deal with them professionally following set procedures.

5 Raising Awareness of this Policy

We will raise awareness of this policy via:

- the Academy Website
- the Staff Handbook
- meetings with parents/carers such as induction, transition, parent-teacher consultations
- meetings with staff
- communications with home such as the newsletter
- reports such as annual report to parents and Principal reports to the Directors
- information displays in classroom windows