



A Member of Hatton Academies Trust

Title	Uniform Policy
Reviewed	September 2023
Next Review	September 2024
Associated Policies	Home Academy Agreement Behaviour and Relationship Policy
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Introduction

The following documentation is also related to this policy:

- Equality Act 2010: Advice for schools (DfE)
- School Uniform in Multiracial Schools (NFER)
- School Uniform Guidance (DfE)
- Education (Guidance about Costs of School Uniforms) Act 2021

At Oakway Academy we feel uniform plays an important part in supporting positive behaviour and discipline; developing the ethos of the school; supporting teaching and learning; promoting a sense of pride in the school; promoting a sense of community and belonging towards the school; 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 cash for new school clothing as well as ensuring that we comply with the Education (Guidance about Costs of School Uniforms) Act 2021. 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 the present school uniform. Parents and children will be informed well in advance of any changes to this policy coming into effect.

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.

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 school ethos and to support effective teaching and learning.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and the local authority to share good practice in order to improve this policy.

2. Compulsory Items of Uniform

In line with the Education (Guidance about Costs of School Uniforms) Act 2021 and guidance set out from the Children's Society, the only compulsory items of branded uniform is a sweatshirt or cardigan with the Oakway logo for all children and an Oakway tie for Years 5 and 6. The following items of uniform are compulsory but are not required to have the Oakway logo.

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 Shorts (years R to 6)
- Blue Checked Dress (years R to 6)
- White Polo Shirt with Oakway Academy Logo or Plain White Polo Shirt (years R to 6)
- No Tie (years 5 and 6)



School Uniform Footwear

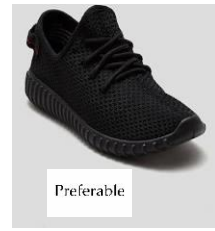
- Plain Black School Shoes, Plain Black Trainers (no logos, coloured lines or patterns, high heels, flip flops, strappy sandals)



PE Uniform

In order to reduce the costs of the PE uniform, we have introduced navy joggers which can be worn all year round on PE days. Please note that pupils should wear either their Oakway sweatshirt or cardigan, a plain navy tracksuit top or an Oakway zipped hoodie on PE days in inclement weather.

- Blue T-Shirt with Oakway Academy Logo **or** Plain White T-shirt
- Black PE Shorts (optional)
- Navy joggers with Oakway Academy Logo **or** plain navy ones (no other logos, patterns or other colours)
- Oakway PE zipped hoodie (optional)
- Trainers (suitable for PE)
- Earrings **MUST** be removed every PE day.



All items of Oakway Logo Uniform can be ordered via ParentMail



Jewellery

For health and safety reasons we do not permit children to wear necklaces, bracelets or rings. Wrist watches may be worn, provided they have no smart technology. **One pair of small stud earrings are also permitted. Hoop or dangling earring are NOT permitted.** Children must be able to remove their own earrings on PE days or arrive at school without them in, staff are not permitted to remove children's earrings. If you are considering, getting your child's ears pierced we ask that you do this at the start of the summer holidays, so the ears have healed and earrings can be removed prior to the start of the new September term.

Please note that headbands with ears / very large bows are also not permitted.

2.1 Support for families with compulsory items of uniform

When joining Oakway in EYFS all new pupils will be given the following compulsory items of uniform free of charge:

- Round Neck Sweater with Oakway Academy Logo
- White Polo Shirt with Oakway Academy Logo
- Blue PE T-shirt with Oakway Academy Logo

- Navy PE joggers with Oakway Academy Logo
- Book Bag

Stocks of pre-loved uniform items are held in school to support families as required following a request to the welfare team.

For the 2023/24 Academic year the cost of the PE joggers will continue to be heavily subsidised, through the use of Pupil premium, to support families with ensuring that their child/ren are appropriately dressed on PE days. The cost of the joggers will be £5 per pair which represents good value for money and is in line with the cost of similar items from the supermarkets/ online retailers.

In cases where a child is entitled to the pupil premium grant (PPG) and there is a financial need, children may be given free uniform to support the family. Parents should speak to a member of the welfare team to request support with uniform.

3. Sanctions

If a child arrives at the Academy wearing incorrect items of uniform the class teacher will record this via Class Charts software. Each morning admin will run a report from Class Charts to see which children require support with uniform for that day. They will then provide them, where possible, with a quality preloved item to wear for the rest of the day to ensure that they are ready to learn in appropriate clothing. In the event that a child in Year 5 or 6 is not wearing an Oakway tie, the class teacher will lend them one for the day from the stock held in class.

In all cases where a child has not come wearing the correct uniform the following will take place:

- Behaviour spreadsheet annotated to note that child was not wearing correct uniform.
- Letter home to remind parents of the uniform expectations and to point out the breach and inform them that their child has been provided with a preloved item, where it was possible to do so.
- Discussion with parents to discuss reasons for the non-compliance and seek resolution should they continue to breach the policy.
- 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 may miss break times when in incorrect uniform until the issue has been resolved
- Exclusion may be considered for persistent breach of this policy despite above attempts to seek a resolution and where the breach is due to defiance and not respecting the academy policies

4. Complaints

We have in place clear procedures to deal with any complaint made against the school 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 School 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

6. Responsibility for the Policy and Procedure

6.1. 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 visitors to the school are aware of and comply with this policy
- responsibility for ensuring that the school 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

6.2. 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 abusing this policy asking for their support before any sanctions are imposed
- impose sanctions 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 abuse 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 governors
- regularly report to the Governing Body on the success and development of this policy
- Ensure that a review of uniform supplier arrangements takes place at least every 5 years to ensure value for money is being achieved.

6.3. 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
- reward compliance with a daily team point

6.4. 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

6.5. 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 contacted if their child is not wearing the correct uniform
- ensure that their child's uniform is clean and good repair
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school
- be asked to take part in periodic surveys conducted by the school
- ensure that their child is appropriately dressed in the correct PE uniform on their child's specified PE day

7. Monitoring

The policy will be reviewed and updated annually to ensure it fully complies and remains in line with the latest uniform guidance.