

Oatlands School



School Uniform Policy

Date of last review: Autumn 2024

Date of next review: Autumn 2026

Purpose of the Policy

Oatlands School adheres to the DfE statutory guidance on the cost of school uniforms, and with our obligations under the Human Rights Act 1998 and the Equality Act 2010. Additionally, Oatlands School follows the good practice set out in the DfE non-statutory guidance when determining school uniform expectations.

Oatlands School recognises the value of having a uniform for the following reasons:

1.1 Safety

If all the pupils in a school wear a clearly recognisable uniform it is easy to identify strangers. On the way to and from the school it also affords a degree of safety as the pupils are part of a large body of young people who will look out for each other.

1.2 Preparation for the future

Many jobs require staff to wear a uniform and even if there isn't a uniform there is often a dress code. Uniform helps young people get used to dressing to a prescribed standard. It also helps them know and enjoy the difference between formal and informal dress.

1.3 Value for money and sustainability

Good quality uniform is in general a cost-effective way of dressing children and young people for school. It relieves individuals from the "pressure" to purchase and wear expensive, fashionable items. School uniform reduces "throw away fashion" purchases and recycling via in school second hand uniform pieces supports our sustainability ambitions and duty.

1.4 Ready to learn

Putting on the uniform is a signal you are preparing to learn.

1.5 A sense of pride and belonging

Oatlands School wants to support the conditions where children and young people feel a sense of belonging and feel proud to be part of their school community.

The Aims and Objectives of the Uniform Policy

Oatlands School has developed this policy to be clear about the school's expectations for uniform. This policy:

- Shows all stakeholders that Oatlands School adheres to statutory duty and best practice in a transparent, consistent, considered and responsible way
- Gives clarity regarding the responsibilities of Governors and the Headteacher.
- Sets out the Oatlands approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.

The Benefits of an effective Uniform Policy

An effective Uniform Policy will add value to Oatlands School, supporting the school's objectives by:

- Acting in accordance with the school's core value of inclusion

- Protecting the school's reputation
- Ensuring compliance with all legislation

Roles and responsibilities

The Governors have a fundamental role to:

- Approve the Uniform Policy ensuring the policy is in line with Oatlands School's core values
- Regularly review the Uniform Policy and approve changes or improvements to key elements of its processes and procedures, considering duties in respect of the Equalities Act 2010.
- Approve the uniform expectations and rules associated with appearance and in doing so consider:
 - How comfortable the uniform is for children and young people
 - How uniform in their school might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010
- Be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies and routine, such as school safety or discipline. Legal judgments have not supported the absolute right of people of faith to wear garments or jewellery to indicate that faith
- Engage with parents and carers when developing or making any significant changes to the uniform policy and consider these views in determining the policy
- Consider the environmental impact in the manufacturing of the school uniform
- Approve suppliers of uniform and ensure that if the school has in place a contract with a specific supplier the supplier has an agreed procedure to deal with complaints about the supply and quality of uniforms

The Headteacher will:

- Operationally adhere to the Uniform Policy
- Monitor and review the implementation of the Uniform Policy
- Provide a mechanism for any changes to the Uniform Policy to be disseminated and discussed by Governors
- Engage with pupils when developing or making any significant changes to the uniform policy
- Ensure the Uniform expectations and rules associated with appearance are displayed on the school website and communicated to all stakeholders.
- Take a considered approach for uniform exceptions to be made in extreme weather including ventilation requirements in classrooms
- Ensure information is provided to parents/carers where uniform can be sourced as well as ensuring second hand uniform sales are arranged and promoted.

Parents and carers will:

- Ensure their child has appropriate uniform and conforms to our no jewellery statement (including earrings).
- Agree that in accepting a place at Oatlands School for their child they are agreeing to abide by Oatlands' uniform expectations unless for reasons such as a child or young person with a special educational need with a significant sensory issue, has been agreed with the headteacher.
- Ensure that all uniform including PE kit and shoes are labelled and clean.

Communicating with parents/carers, children and young people regarding uniform

The school's uniform policy, expectations and rules associated with appearance will be:

- Displayed on the school's website, available for all parents, including parents of prospective pupils, and be easily understood.
- Explained to children, young people and staff.

Cost of Uniform

- The school will ensure that uniform is affordable. Parents/carers should not have to think about the cost of a school uniform when choosing Oatlands School.
- In considering cost, the Headteacher and Governors will consider the total cost of school uniform, considering all items of uniform or clothing that parents or carers will need to provide for their child while they are at the school. This includes PE kit.
- Oatlands will make sure that arrangements are in place so that second-hand school uniforms are available for all parents. Information on second-hand uniforms will be clear for parents of current and prospective pupils and published on the school's website.

Compliance to wear the school uniform

Children and young people are expected to wear their school uniform correctly 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)

Where there is non-compliance in wearing the uniform correctly then there will first be encouragement to do so and contact with parents/carers to understand if there are any barriers to doing so. Where possible the school will seek to work in partnership with parents/carers to resolve uniform issues.

Where the non-compliance of wearing uniform is a behavioural issue the matter will be dealt with in line with Oatlands School's Behaviour Policy. In accordance with DfE guidance School uniform - GOV.UK (www.gov.uk) "The Headteacher can discipline your child for not wearing the school uniform. Your child can be suspended or expelled if they repeatedly ignore the uniform rules."

The Headteacher has the authority to agree individual adaption to school uniform (which can be time limited or permanent) for reasonable adjustments.

Equalities Act 2010 and public sector duty

- The Equality Act does not deal specifically with school uniform or other aspects of appearance such as hair colour and style, and the wearing of jewellery and make-up. It is for the Governors to decide on school uniform expectations and other rules relating to appearance. In doing this the Governors will have regard to their statutory obligations.
- Oatlands School recognises that some children or young people may wish to wear distinctive garments for religious reasons. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head. Children and young people have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner. The Governing Body will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. It should be possible for most religious requirements to be met within the school uniform policy and Governors will act reasonably through consultation and dialogue.
- When regularly reviewing this policy Governors and the Headteacher will consider changing societal views and will review parental/carer, children and young peoples' views.

Complaints and challenges to school uniform policy, expectations and rules associated with appearance

- Disputes about school uniforms will be resolved in accordance with Oatlands School's Complaints Policy.
- Where the subject of a complaint is due to a child or young person's protected characteristic, Governors should carefully consider requests to vary their uniform policy.

Uniform Expectations

On Educational Visits, as well as during the school day, pupils will normally be expected to wear School Uniform. The items marked with an * can be ordered from Oatlands School uniform supplier – School Uniform Direct

Oatlands School Uniform

- Green Oatlands branded cardigan or jumper*
- Grey trousers, shorts, skirt or pinafore
- Grey or white socks
- Grey or green tights
- Safe, smart black shoes (NO trainers, boots or plimsols)
- Green, checked summer dress/playsuit
- Warm, waterproof coat

Oatlands PE Kit

- Red T-shirt with Oatlands school logo*

- Black shorts
- Black slip-on plimsols or plain black or white slip on/Velcro trainers
- Green Oatlands branded hoodie and jogging bottoms*

In addition to these essential items, School Uniform Direct also offers for sale the following optional uniform items:

- Elasticated school ties.
- Red or green woolly hats.
- Red or green baseball hats or legionnaire hats.
- Reversible, red waterproof fleece coat embroidered with the school logo*

Other important information:

- PE kit is worn for all indoor and outdoor Physical Education lessons throughout the school year so must remain in school at all times.
- All items of clothing, including footwear, bags, coats and PE kit MUST be clearly labelled with your child's name.
- Children with pierced ears may wear plain studs only and they must be removed for PE. If your child is unable to remove earrings themselves they should not wear them to school
- No other jewellery should be worn in school for reasons of health and safety
- Only analogue watches should be worn. Apple watches or Fitbit watches (or similar) are NOT permitted in school
- Long hair MUST be tied back from the face with hair accessories kept to a minimum and in line with the colours of the school's uniform.
- Oatlands School champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.
- We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.
- At this school, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed.
- Sunglasses are permitted as long as they provide the recommended UV protection
- Children MUST NOT come to school wearing nail polish or tattoo

2nd Hand Uniform

Representatives of the school PTA coordinate the collection and sale of 2nd hand school uniform and PE kit throughout the school year.

All the money raised from these sales goes to help the PTA fund exciting projects in school.

Sales typically take place in the school playground, at the end of the school day on a termly basis and all are welcome.

Should you need to buy specific items between sales or if you have any questions regarding 2nd hand uniform, please contact the 2nd hand uniform coordinator via email eatlandsuniform@gmail.com

Oatlands School understands that not everyone is in a position to be able to purchase the School Uniform. Second hand uniform is available for any families in this position, for more information please contact Oatlandsuniform@gmail.com