Ravensdale Infant and Nursery School

School Uniform Policy

Signed by:

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Statement of intent

Ravensdale Infant and Nursery School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, **"uniform"** includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents/carers and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)

- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Relational Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community regarding the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, speaking to parents/carers of pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents/carers are responsible for:

- Providing their child/ children with the correct school uniform as detailed in this policy.

- Informing the headteacher if their child requires an exemption to the uniform rules for a period, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Always wearing the correct uniform, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, considering all items of uniform or clothing parents/carers will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents/ carers to acquire. Information on second-hand uniforms will be published on the school's website.

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents/ carers from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents/carers.
- Looked after children and Previously looked after children. (LAC and PLAC)
- Parents/ carers of pupils with protected characteristics that may impact their ability to access the uniform.
- Parents/ carers of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents/carers with multiple children who are, or will be in the future, pupils at the school.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents/carers would need to purchase for a pupil, rather than on the cost effectiveness of individual items. This will include consideration of the fact that parents/carers will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering a range of retailers where branded and unbranded uniform can be bought.
- Ensuring branded items are longer-lasting.
- Making donated second-hand uniform available for purchase at a lower price.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents/carers where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents/carers and pupils into account when considering any changes.

4. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination based on protected characteristics or socio-economic status.

The school will ensure that parents/carers and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents/carers of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents/carers' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below:

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy considers the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.

- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

5. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

In considering a complaint, parents/carers should be aware that the headteacher can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published Relational Behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

6. School uniform supplier

The school's current school uniform suppliers are:

Morleys at Chaddesden, Derby Tel. 01332 281311 Our Stores | Schoolwear Solutions | School and Sportswear

Uniform Direct, Online supplier Uniform Direct ® - School Uniform Suppliers - Online & Wholesale

Tesco Direct, online supplier

Most supermarkets supply the relevant unbranded school uniform.

The school uniform supplier will accept school uniform assistance vouchers.

The school does not stipulate that branded uniform must be worn; therefore we do not require contracts to be written between school and any supplier. Procurement processes do not take place due to the school not expecting parents or carers to buy branded items.

7. Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided from pupil premium funds to those eligible and will be calculated on an individual basis.

For parents/carers to claim school uniform assistance, their children should be eligible for Free School Meals. Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Families who meet the criteria will be asked to complete a School Uniform Assistance Application Form and return it to the school office.

The school will hold second-hand school uniforms in school for parents/carers to access; access to these uniforms will be made available upon request made to the school.

Parents/carers will be invited to donate their child's uniform when they no longer need it.

8. Non-compliance

Staff will be permitted to speak to pupils or their parents/carers for breaching this policy, where relevant to their role, in accordance with the school's Relational Behaviour Policy.

Parents/carers will be invited to discuss breaches of school uniform in all cases.

9. School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Blue sweatshirt or blue cardigan	Required	School logo on left-hand side	School sweatshirt or cardigan is available from the suppliers listed above. Branded uniform is available but not a requirement, online or from Morley's (as listed above). Many supermarkets supply the correct colour of unbranded clothing	Branded at Morley's £12.99 – £13.99 Uniform Direct – from £8.00 Unbranded sweatshirts from £4.00 X 2
White polo shirt	Required	No branding	Available from school supplier, second-hand from school office, and from regular retailers	From £3.00

Blue school fleece	Optional	School logo on left-hand side	Available from school supplier and second-hand from school office	From £18.00
Grey or black trousers or knee length black skirt or dress. Tights **Summer uniform** Grey or black shorts or blue gingham summer dress	Required	No branding	Available from school supplier, second-hand from school office, and from regular retailers	From £7.00
Sensible, plain black shoes **Summer uniform** Closed toe sandals	Required	No branding	Available from regular retailers	N/A
PE kit				
Plain white t-shirt	Required	No branding	Available from most supermarkets	From £3.00 for 3
Plain black shorts	Required	No branding	Available from most supermarkets	From £3.00 for 2
Plain black tracksuit bottoms	Required	No branding	Available from regular retailers	N/A
Go Wild clothing				
Dark coloured jogging bottoms, trousers or leggings	Required	No branding	Available from regular retailers	N/A
A dark plain T-shirt or a dark long-sleeved top	Required	No branding	Available from regular retailers	N/A
A dark coloured jumper or fleece	Required	No branding	Available from regular retailers	N/A
A dark coloured jumper or fleece	Required	No branding	Available from regular retailers	N/A
A waterproof coat and trousers (Warm coat in winter)	Required	No branding	Available from regular retailers	N/A

Wellies or waterproof boots/shoes	Required	No branding	Available from regular retailers	N/A
Warm socks, sun hat, winter hat, scarves and gloves for colder weather	Required	No branding	Available from regular retailers	N/A
Accessories				
School book bag	Required	No branding	Available from school supplier	£7.00
Sunhat	Required in hotter months	No branding	Available from regular retailers	N/A
Sunglasses	Optional	No branding	Available from regular retailers	N/A

Parents/carers who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- Plain white T-shirt with no branding or logos from professional sports teams
- Plain black shorts or tracksuit bottoms with no branding or logos from professional sports teams
- Suitable trainers

Parents/carers are responsible for ensuring their child brings their PE kit to school when needed.

All items must be labelled with the child's name. School staff will not be held responsible for any items that are damaged, misplaced or lost.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- Stud earrings must be taped by the parent or carer for PE in the first 6 weeks and then removed at home on PE days.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical

lessons, including PE lessons and science experiments. No other jewellery is to be worn. The exceptions to this rule are items of religious significance. A request must be put in writing from a parent/carer if a child is wearing an item of jewellery of religious significance.

Bags

Pupils must use a book bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage. No other bags should be brought to school.

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents/carers will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during the day, including during PE and sporting activities.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly coloured dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- False nails are not permitted
- Nail varnish should not be worn
- Temporary tattoos are not permitted

Pupils must not wear make-up.

10. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

Pupils will be advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Named scarfs, gloves, coats and hats when outside.
- Trousers, or skirts and thick tights.

11. Labelling and lost property

Parents/carers will be advised to ensure that all pupils' clothing, footwear and accessories are clearly labelled with their name and year group.

Any lost items will be taken to the lost property box in the school office. All lost property will be retained for one month and will be disposed of or recycled if it is not collected within this time.

School staff are not responsible for any items that are lost or damaged in school.

12. Monitoring and review

This policy will be reviewed annually by the chair of governors and the headteacher. The next scheduled review date for this policy is October 2027.

The school will engage with parents/carers and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents/carers and other relevant stakeholders.