

**St Kenelm's  
C of E Primary School**



**Uniform Policy  
July 2024**

## Our Vision, Values and Ethos

### Our Vision

# Nurturing each and all. Guiding, Trusting, Inspiring and Celebrating.

(The Parable of the Lost Sheep, Matthew 18. 10-14)

*Our vision is to celebrate and support all individuals on their life journey within a Christian ethos. We aim to provide a nurturing environment inspiring all to achieve their full potential and flourish through personal discovery within a caring, trusting community.*

### Our Values

*Respect, Honesty, Friendship, Compassion, Thankfulness & Wisdom.*

Values are fundamental expressions of what we think and believe. As a school we encourage children to think about personal and social values and to develop their capacity to be active and effective citizens.

### Our Ethos

St Kenelm's School demonstrates the major Christian values in the ways children are cared for and in the care and respect the children are expected to show towards all other people, the world beyond the school and their immediate surroundings. As a school, we celebrate the diversity of the wider community and are committed to the principles of inclusion and equal opportunity.

Being kind, helpful and tolerant to each other in line with New Testament teaching underpins the school's ethos.

Following Jesus, our Good Shepherd, our hope is that children will grow into good shepherds themselves; treating each other with love, kindness, care and respect, as they would want to be treated themselves.

## Contents

1. Aims .....	3
2. Our school's legal duties under the Equality Act 2010 .....	3
3. Limiting the cost of school uniform.....	4
4. Expectations for school uniform .....	4
5. Expectations for our school community .....	5
6. Monitoring arrangements .....	<b>Error! Bookmark not defined.</b>
7. Links to other policies.....	6

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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 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 sex, race, religion or belief, 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 or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the headteacher, who can answer questions about the policy and respond to any requests

### 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 on the cost of school uniform.

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

We will make sure our uniform:

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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics
- Considering cheaper alternatives to school-branded items,
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

### 4. Expectations for school uniform

#### 4.1 Our school's uniform

School uniform identifies the children as pupils of this school and fosters pride in the school. Wearing uniform ensures children are not competing with each other to wear the latest fashion and putting parents and other children under pressure to conform. Children are expected to comply with the uniform requirements.

Grey or black skirts/ trousers/ shorts. Skirts must be knee length  
White or light blue blouse/shirt or polo shirt  
Navy sweatshirt, jumper or cardigan, with or without school logo  
Blue and white checked or striped dresses for summer  
Navy blue fleece, school logo (optional)  
Navy or grey socks or tights

#### Shoes

**MUST BE PLAIN, BLACK, FLAT SOLED (NOT WEDGE HEELED)**. Children in KS2 classes need a change of footwear to change into when they go out to play or for outdoor games activities. Shoes should not have raised heels, open toes or sling-backs. Sandals may be worn as long as they are safe to run around in. Flip flops may not be worn. In the winter months, sensible, plain

boots may be worn. All shoes should give good all round protection to the feet. These are important Health and Safety requirements.

### **PE**

Navy shorts/ skort

White T-shirt

PE bag for kit.

In accordance with County guidelines, children have bare feet when they take part in P.E. in the school hall.

### **Games**

Children in all classes need navy/black track-suits or similar warm clothing during the winter months.

All children need trainers for outdoor games. Please ensure that infant children have trainers with velcro fasteners.

### **Art**

An overall (an old shirt with elasticated cuffs and elastic across the top button is ideal - the shirt is worn back to front).

### **Swimming**

Swimming trunks/ costume must be worn for swimming lessons, shorts are **not** allowed by the pool staff.

Make-up and hair dye are not permitted.

The wearing of jewellery, other than wrist watches and stud earrings, is not permitted. Smart watches are not permitted. It is a County Health and Safety regulation that stud earrings are removed for PE and swimming. If children cannot remove and replace earrings themselves they should not be wearing them to school. Staff are not allowed to handle earrings for Health and Safety reasons.

## **4.2 Where to purchase it**

Sweatshirts, cardigans, polo shirts, fleeces and book bags are available with the school logo from:

Witney Shirts, Unit C4, New Yatt Business Centre,  
New Yatt, Witney, OX29 6TJ

Parents may prefer to purchase uniform without the school logo and can use any supplier of their choosing.

## **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 headteacher 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 are also expected to contact the headteacher 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 are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

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 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.

## 5.4 Governors

The governing board 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 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. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality information and objectives statement
- Anti-bullying Policy
- Complaints Policy

Date agreed:

Headteacher:

Chair of Governors:

Review date: July 2027