



KEA SCHOOL UNIFORM POLICY 2018

Date Policy Formally Approved By Governors: 14 March 2018

Review Date(s): March 2021

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Statement of intent

Our policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire.

Kea School is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

Signed by:

_____	Headteacher	Date: _____
_____	Chair of governors	Date: _____

1. Legislative framework

1.1 This policy has due regard to statutory legislation and national guidance, including, but not limited to the following:

- The Education and Inspections Act 2006
- The Education Act 2011
- The Human Rights Act 1998
- The Equality Act 2010
- DfE (2014) 'School Admissions Code'
- DfE (2013) 'School uniform'

2. Cost and availability

- 2.1. Under the School Admissions Code 2014, the school ensures that “policies around school uniform or school trips do not discourage parents from applying for a place for their child”.
- 2.2. Kea School is committed to fulfilling the DfE’s recommendations on costs and value for money. Every care has been taken to ensure that our uniforms are affordable for all current and potential pupils.
- 2.3. Keywear provide embroidered uniform if parents wish to purchase school logo printed uniform. Kea School’s uniform without a logo, can be purchased at most supermarkets.
- 2.4. The school does not enter into exclusive single supplier contracts or cash-back arrangements.
- 2.5. The school does not amend uniform requirements regularly and takes into account the views of parents and pupils when considering changes to school uniforms.
- 2.6. Where wholesale changes are required, the school ensures that assistance is provided to parents struggling to meet the associated costs.
- 2.7. The school has large stocks of good quality second hand uniform it offers to all families at the time of admission to the school

3. Religious clothing

- 3.1. Some religions and beliefs require their members to conform to a specific dress code. Kea School does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow most religious requirements to be met.
- 3.2. Parents’ concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school’s Complaints Procedures Policy.

4. Equality

- 4.1. The school is required to ensure that the Uniform Policy does not discriminate unlawfully.

- 4.2. Every step has been taken by Kea School to ensure that the cost of girls' and boys' uniforms are not disproportionate.
- 4.3. Pupils identifying as a member of the opposite sex are able to adapt uniform regulations if they choose to do so.

5. Complaints and challenges

- 5.1. The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's **Complaints Procedures Policy**. Parents can lodge complaints via the school office.
- 5.2. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.
- 5.3. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. Non-compliance

- 6.1. Teachers are permitted to discipline pupils for breaching the Uniform Policy, in accordance with the school's **Behaviour Policy**.
- 6.2. Where there are persistent breaches in the uniform policy, parents are spoken to and asked to rectify the uniform by a certain time.

7. School colours

- 7.1. The school colours are:
 - Dark green, grey and white (with optional red & green tie and red or green tights)

8. Boys' uniforms

- 8.1. Boys' uniforms are as follows:
 - School sweatshirt with school logo or plain
 - White polo shirt with logo or plain or plain white shirt
 - School fleece with logo or plain
 - School coat with logo (optional)
 - Personalised book bag (optional)
 - Personalised infant or junior rucksack (optional)
 - Grey trousers or shorts
 - Grey or black socks
 - Black shoes

9. Girls' uniforms

- 9.1. Girls' uniforms are as follows:
 - School sweatshirt with school logo or plain
 - White polo shirt with logo or plain or plain white shirt
 - School fleece with logo or plain
 - Girls' cardigan with school logo or plain
 - School coat with logo (optional)

- Personalised book bag (optional)
- Personalised infant or junior rucksack (optional)
- Grey skirt, trousers or culottes
- Black shoes with block heels of no more than 2 cm
- Grey, black or white socks
- Grey, black, red or green tights
- Green gingham dresses may be worn in the summer
- Pinafore

10. PE kits

10.1. PE kits are as follows:

- White T-shirt with school logo or plain
- House coloured T-shirt (optional)
- Red hoody personalised with school logo and child's name (optional)
- Green shorts
- Girls' bottle green skirt (optional)
- Gym bag with school logo (optional)
- Plimsolls or suitable trainers and socks
- Suitable sports footwear, e.g. football boots
- Personalised PE Bag (optional)

Sweatshirts and tracksuit bottoms may be worn for outside PE lessons during the winter. Children in Year 5 and 6 will need shin pads and boots suitable for football and tag rugby.

Wellington boots are required for children in (Foundation class, year 1 and year 2)

10.2. Parents are responsible for ensuring their child has their PE kit in school each day in case of changes to the school's normal timetabling.

11. Jewellery and Makeup

For safety reasons we strongly discourage children to wear any jewellery. Children may wear a watch. Children with recently pierced ears may wear plain sleepers or studs as earrings (maximum 1 per earlobe, maximum 8 weeks). Earrings cannot be worn for PE lessons. Make up and nail varnish are not permitted.

12. Hairstyles

12.1. Kea School reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance.

12.2. Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.

12.3. Pupils with extreme hairstyles, such as cornrows, may be exempt from the rule above on racial or religious grounds, taking into consideration each individual person's scenario.

12.4. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. It is recommended that long hair is tied up to help reduce the spread of head lice.

12.5. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

13. Hot weather

13.1. Everyone working at/attending the school during daylight hours will be required to wear sun-safe clothing which covers as much of their skin as possible. This includes wearing:

- Loose fitting shirts and dresses with sleeves and collars or covered necklines.
- Longer style skirts, smart shorts or trousers.
- Tops that cover the shoulder area.
- Tops with short sleeves rather than vest tops.

13.2. During hot weather, lightweight clothing will be required in order to reduce the risk of overheating. Pupils will be advised not to wear their jumpers or blazers during heatwaves.

13.3. Children not wearing sun-safe clothing will be required to play in an area protected from the sun, or spare clothing will be provided.

13.4. Following a parent request, pupils may wear UV protected sunglasses.

14. Labelling

14.1. All clothing and footwear should be clearly labelled with the pupil's name.

15. Policy review

15.1. This policy is reviewed every three years by the headteacher.

15.2. The scheduled review date for this policy is March 2021.