



KEA SCHOOL UNIFORM POLICY

Approved by: Full Governors **Date:** October 2022

Last reviewed on: Autumn Term 2022

**Next review due
by:** Autumn Term 2025

Signed: **Date:**

Contents:

Statement of intent

1. Legislative framework
2. Cost and availability
3. Religious clothing
4. Equality
5. Complaints and challenges
6. Non-compliance
7. School colours
8. Uniforms
9. PE kits
10. Jewellery & Make Up
11. Hairstyles
12. Hot weather
13. Labelling
14. Policy review

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.

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 (2021) 'School Admissions Code'
- DfE (2021) 'School uniform'

2. Cost and availability

- 2.1. Under the School Admissions Code 2021, 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 and throughout their years in 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 uniforms are not disproportionate.
- 4.3. Pupils identifying as a member of the opposite gender or gender neutral 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. Uniforms

- 8.1. Uniforms are as follows:
 - White polo shirt with logo or plain or plain white shirt
 - Grey trousers, shorts, culottes, skirt or pinafore dress
 - Green gingham dresses may be worn in the summer
 - School sweatshirt jumper or cardigan with school logo or plain
 - Grey, black or white socks or dark green, grey or red tights
 - Black shoes with heel no more than 2 cm
 - School fleece with logo or plain
 - School coat with logo (optional)
 - Personalised book bag (optional)
 - Personalised infant or junior rucksack (optional)

9. PE kits

- 9.1. 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 or bottle green skirt
 - Gym bag with school logo (optional)

- 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)

- 9.2. Parents are responsible for ensuring their child comes to school wearing their their PE kit on their PE days.

10. 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.

11. Hairstyles

- 11.1. Kea School reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance.
- 11.2. Hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.
- 11.3. Pupils with hairstyles, such as cornrows, may be exempt from the rule above on racial or religious grounds, taking into consideration each individual person's scenario.
- 11.4. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair should be tied up to help reduce the spread of head lice.
- 11.5. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

12. Hot weather

- 12.1. 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.
- 12.2. 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 fleeces during heatwaves.

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

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

13. Labelling

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

14. Policy review

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

14.2. The scheduled review date for this policy is Autumn 2026.