



# Cherry Tree Hill Primary School

## School Uniform Policy

Data will be processed to be in line with the requirements and protections set out in the UK General Data Protection Regulation.

**Date of Policy to LGB -16 July 2024**

**Minute No: LGB4/23-24/10**

**Reviewed annually in the Summer Term**

## **SAFEGUARDING STATEMENT**

At Cherry Tree Hill Primary School, we are committed to ensuring the safety and well-being of all our pupils. We believe that every child has the right to learn and thrive in a safe and secure environment. Our school policies and procedures are designed to promote the welfare of our pupils and protect them from harm.

We follow the statutory guidance outlined in Keeping Children Safe in Education (KCSiE) 2023, as well as any other relevant legislation and local safeguarding arrangements. Our staff receive regular training on safeguarding practises and are aware of their responsibilities in identifying and reporting any concerns.

Our school has designated safeguarding leads who are responsible for coordinating safeguarding efforts, providing support and advice to staff, and liaising with external agencies when necessary. They are the first point of contact for any safeguarding concerns.

We have robust procedures in place for handling safeguarding concerns or allegations made about staff, including supply teachers, volunteers, and contractors. All allegations are taken seriously and thoroughly investigated in accordance with our safeguarding policies and procedures.

We promote a culture of openness and encourage pupils and parents to speak up if they have any concerns about their safety or the well-being of others. We have clear reporting systems in place to ensure that all concerns are addressed promptly and appropriately.

Our safeguarding policies and procedures are regularly reviewed and updated to reflect changes in legislation and emerging safeguarding issues. They are easily accessible to all staff, pupils, parents, and carers, and are available on our school website.

We work under the guidance of Derby and Derbyshire Safeguarding Children Partnership and liaise closely with a range of specialist and locality services to ensure the best and safest outcomes for our families

We work in partnership with parents, carers, and external agencies to create a safe and supportive learning environment for all our pupils. Together, we strive to protect our pupils and families from harm and provide them with the best possible opportunities to succeed.

If you have any safeguarding concerns or questions, please do not hesitate to contact our designated safeguarding leads or any member of our staff. Together, we can ensure the well-being and safety of all our pupils.

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Health and Safety at Work Act 1974
- Education Reform Act 1988
- Education Act 1996
- School Standards and Framework Act 1998
- Human Rights Act 1998
- Learning and Skills Act 2000
- Special Educational Needs and Disability Act 2001
- Equality Act 2010
- Education Act 2011

The following documentation is also related to this policy:

- Equality Act 2010: Advice for Schools (DfE)
- School Uniform in Multiracial Schools (NFER)
- School Uniform Guidance (DfE)
- Race Disparity Audit - Summary Findings from the Ethnicity Facts and Figures Website (Cabinet Office)

We strongly agree with the former Secretary of State for Education Nadhim Zahawi that 'School uniform provides a sense of identity and community for children and young people and should be a real source of pride. But it must never be a burden for parents or a barrier to children accessing education.' (November 2021)

We have decided to have a school uniform for children as we feel it plays an essential part in:

- supporting positive behaviour and discipline;
- developing and promoting the ethos of the school;
- providing a sense of belonging and identity;
- supporting teaching and learning;
- promoting a sense of pride in the school;
- promoting a sense of community and belonging towards the school;
- promoting equality;
- supporting health and safety;
- setting an appropriate tone for education; and
- creating a shared identity amongst Children regardless of background and therefore acting as a social leveller

We believe school uniform helps reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

We acknowledge that we have an obligation under the Human Rights Act 1998 to protect and accommodate the rights of individuals to display their religious or cultural dress. Any request based on social or cultural grounds for Children to wear clothing other than or in addition to the specified school uniform will be considered.

We are aware that more Children are questioning their gender identity than in the past. Therefore, we have a gender-neutral uniform which will cater for those Children who do not match clothing to gender as well as those who do not.

We have a moral duty to keep costs low for parents as we realise they do not have unlimited cash for new school clothing. Therefore, we will ensure that our school uniform is affordable, provides best value and that it will be sustainably sourced.

We have a moral duty to ensure that:

- school uniform is affordable;
- all items of uniform, including PE kit, will be costed and taken into account;
- no pupil will be discouraged from participating in any aspect of school life, such as interschool competitions, because of the cost of additional uniform requirements;
- school uniform is sustainably sourced;
- branded items are kept to a minimum;
- uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment;
- Second-hand uniforms are available for parents to acquire.

We will consult with parents/carers, Children, school personnel, community groups, local religious leaders and the Local Authority to gauge their views regarding changes to the present school uniform. Parents and Children will be informed of any changes to this policy coming into effect.

We believe that any pupil that breaches this policy will be disciplined. However, exclusion is not an appropriate response to breaches of this policy, except where they are persistent and defiant. Where a pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response, depending on the circumstances of the case.

Annually we will consider the following:

- the cost of school uniforms;
- not dictating different items of clothing based on sex or gender;
- using a variety of suppliers;
- only stipulating essential items and colours for uniforms so that they can be bought from a range of suppliers;
- limiting logos on items and providing iron-on or sew-on versions;
- introducing uniform exchange or recycling schemes;
- being flexible during extreme weather conditions, for example, allowing Children to wear their PE kits in very hot weather;
- ensuring "gender neutral" items of clothing;
- flexibility concerning uniform to meet the needs of a pupil who is undergoing gender reassignment;

- allowing any pupil to wear a skirt or trousers;
- helping those families with two or more children in the school with the cost of uniforms;
- Allowing Children to decide what they wear to school based on what promotes their well-being.

We wish to work closely with the School Parliament and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and express their views.

We, as a school community, are committed to promoting equality. Therefore, an equality impact assessment has been undertaken, and we believe this policy aligns with the Equality Act 2010.

We all have a responsibility to ensure equality permeates all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

This policy must outline the roles and responsibilities of all involved in the procedures and arrangements connected with this policy.

## **Aims**

- To ensure Children wear school uniforms to support positive behaviour and discipline, develop the school ethos, and support effective teaching and learning.
- To ensure school uniform is affordable and will never be a burden for parents or a barrier to Children accessing education.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and local authorities to share good practices to improve this policy.

## **Responsibility for the Policy and Procedure**

## **Role of the Governing Board**

The Governing Board has:

- delegates to the Headteacher the responsibility of implementing and maintaining this policy;
- delegates powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- ensures that appropriate action will be taken to deal with all prejudice-related incidents or incidents which are a breach of this policy;

- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- The responsibility of involving the School Parliament in:
  - determining this policy with the Governing Board;
  - discussing improvements to this policy during the school year;
  - organising surveys to gauge the thoughts of all Children;
  - Reviewing the effectiveness of this policy with the Governing Board.
- Responsibility for the effective implementation, monitoring and evaluation of this policy.

## **Role of the Headteacher**

The Headteacher will:

- work in conjunction with the Senior Leadership Team to ensure all school personnel, Children, and parents are aware of and comply with this policy;
- consider these factors when developing or reviewing this policy|:
  - Assess the overall cost implications
  - Assess the impact variations of the present uniform
  - Avoid frequent changes
  - Consider how costs affect different groups of Children
  - Engage with parents and Children
  - Avoid needing additional uniforms for extra-curricular activities
  - Engage with uniform suppliers
- ensure this policy is:
  - published on the school website;
  - available for all parents, including prospective Children;
  - easily understood
- consider these factors when tendering for a uniform contract:
  - Views of Parents and Children
  - Timing
  - Uniform specification
  - Delivery
  - Sustainability and ethical supply chains
- ensure arrangements are in place so that second-hand uniforms are available for parents to acquire;
- ensure school clothing grants are in place to help with the cost of school clothing in cases of financial hardship;
- ensure parents have the choice of purchasing school uniforms from various outlets, both online and local shops/supermarkets.
- ask all staff to report any pupil who does not comply with this policy;

- impose sanctions for non-compliance with school uniform;
- write to parents of Children abusing this policy, asking for their support before any further sanctions are imposed
- process any complaints received in the appropriate way as stated in the school's complaints policy;
- report to the Governing Board the number of Children who abuse this policy;
- make effective use of relevant research and information to improve this policy;
- work closely with the link governors;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy by speaking with Children, school personnel, parents and governors;
- Annually report to the Governing Board on the success and development of this policy.

### **Role of School Personnel**

School personnel will:

- comply with all aspects of this policy;
- lead by example, dressing appropriately in business-like clothes;
- be of a neat appearance;
- report any pupil who does not comply with this policy;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- Report any concerns they have on any aspect of the school community.

### **Role of Children**

Children will:

- be aware of and comply with this policy by wearing the correct uniform;
- be polite and well-behaved at all times;
- show consideration to others;
- obey all health and safety regulations in all areas of the school;
- co-sign and abide by the Home School Agreement;
- liaise with the school council about any improvements to this policy;
- Take part in questionnaires and surveys.

### **Role of Parents/Carers**

Parents/carers will:

- be aware of and comply with this policy by ensuring their children wear school uniform at all times;
- be contacted if their child is not wearing the correct uniform;
- ensure that their child's uniform is clean and in good repair;

- support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;
- Be asked to take part in periodic surveys conducted by the school.

## School Uniform

The affordability and availability of uniforms should not be a barrier for anyone. Therefore, our school uniform is simple and affordable. Parents have the choice of buying branded uniforms from suppliers, or they can purchase generic uniform from local supermarkets, such as Asda, Tesco and Sainsburys.

Branded uniforms can be purchased online from 'Your School Uniform' and our supplier Morley's Outfitters in Chaddesden (Nottingham Road).

The uniform doesn't need to have logos on. It can therefore be bought at local supermarkets.

We also have a selection of second-hand uniforms in stock. We also run a second-hand stall at our Summer Fair in July.

School Colours – Red and Black/Grey

We ask children to bring school items in book bags, not rucksacks. This is due to a need for more space in our cloakrooms. We provide bookbags at a reduced price to all new children joining the school.

- |                            |                                   |
|----------------------------|-----------------------------------|
| • Trousers (not leggings)  | Black or Grey                     |
| • Skirts                   | Black or Grey                     |
| • Shirts or Blouses        | White                             |
| • Polo shirts              | White or Red                      |
| • Summer Dresses           | Red and White check               |
| • Cardigans or Sweatshirts | Red with (or without) School Logo |
| • Shoes                    | Black (sensible low-heeled shoes) |
| • Socks                    | Black, Red, Grey or White         |
| • Shorts in Summer         | Tailored shorts in Black or Grey  |

Our PE Kit

- |                                |   |
|--------------------------------|---|
| • Shorts                       | Black or Navy   |
| • Gym Skirt                    | Black, Grey or Navy   |
| • Tracksuit bottoms            | Black or Navy   |
| • T-Shirt                      | House Colours <ul style="list-style-type: none"> <li>▪ Chatsworth- Red</li> <li>▪ Kedleston- Blue</li> <li>▪ Hardwick- Yellow</li> <li>▪ Haddon- Green</li> </ul> |
| • Long-sleeved Tracksuit top   | Black or Navy   |
| • Plimsolls/Pumps (indoor P.E) | Black   |
| • Trainers (outdoor P.E)       | Sports trainers, not fashion trainers   |

- Drawstring P.E Bag Available in house colours

Fashion clothing, footwear, and unnecessary jewellery (wristbands etc.) are unacceptable for school.

Extreme hairstyles are also unacceptable for school; we expect parents to make sensible choices for their children.

All clothing must be labelled clearly with the child's name; we will not take responsibility for lost items.

Each half term, we will take the lost property to be recycled. The parent's and children's responsibility is to check the lost property regularly.

## **Sanctions**

We will take appropriate action if any pupil does not adhere to this policy. But first, we will discuss with the pupil and the parent why to establish a way forward.

Under no circumstance will any pupil be sent home for non-compliance with this policy without first informing the parent.

## **Complaints**

We have clear procedures for complaints against the school or individuals involved. We take any complaint seriously and deal with them professionally, following set guidelines.

## **Raising Awareness of this Policy**

We will raise awareness of this policy via:

- School Reading Diaries
- School website;
- Staff Handbook;
- Meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops;
- School events;
- Meetings with school personnel;
- Written communications with home, such as weekly newsletters and of end of half term newsletters;
- Annual report to parents;
- Headteacher reports to the Governing Board;
- Information displays at the main school entrance;
- School App messages
- Email
- Twitter

## **Equality Impact Assessment**

Under the Equality Act 2010, we have a duty not to discriminate against people based on their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed, and it is in line with the Equality Act 2010 as it is fair; it does not prioritise or disadvantage any pupil. It helps to promote equality at this school.

## **Race Disparity Audit**

We acknowledge the findings of the Race Disparity Audit that clearly shows how people of different ethnicities are treated across public health services, education, employment and the criminal justice system.

The educational section of the audit that covers: differences by region; attainment and economic disadvantage; exclusions and abuse; and destinations has significant importance for the strategic planning of this school.

## **Monitoring the Implementation and Effectiveness of the Policy**

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the governors.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Board for further discussion and endorsement.

## **Linked Policies**

- Complaints
- Dress Code
- Equality
- Health and Safety in the Curriculum
- Inclusion
- PE Safety
- School Website
- Swimming Safety