



UNIFORM POLICY

Knaphill Federation of Schools	
Policy: Uniform Policy	
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Uniform Policy

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1. Aims

We believe that it is important that children are in the correct uniform as it helps to support a sense of pride of being a member of the Federation Community, it reinforces our high expectations and it sets the tone for learning.

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 Vicky Harbridge/ Debbie Harrison (Head Teachers) 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 any items with distinctive characteristics where possible – At Knaphill we only encourage our school jumper to include a Knaphill logo
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 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 by providing kit for these events and using bibs if needed
- Making sure that arrangements are in place for parents to acquire second-hand uniform items throughout the year, including the school holidays
- Providing free second hand uniform when needed
- 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

General school uniform:

Sensible black shoes – not trainers.

Branded school jumper or green school cardigan (this is the only branded item that is encouraged)

White polo shirt

Grey trousers, shorts, skirt or dress (or a green 'school summer dress')

Black, white or grey tights or socks

PE kit:

Green/ black shorts

White T-shirt

Trainers

Plain green or black tracksuit trousers

Green school jumper or green school cardigan

Swimming kit (in specific year groups):

Any appropriate swimming costume, including cultural appropriate items

Swimming hat – named

Goggles

Bags and coats:

We encourage coats to be waterproof to allow children stay warm and dry in wet weather – these do not need to be a specific design or colour.

Bags can be of any design or colour – branded book bags can be purchased if they are required.

Other clothing items:

For some school activities, including forest school or dress up days, children may be required to wear their own clothes. Parents and Guardians will be informed of any expectations in good time.

Hair and jewelry:

- No jewellery allowed except for a watch and only small, plain studs if children have pierced ears. These need to be removed during PE lessons.
- Watches – to be analogue or digital. No smart watches. Simple Fitbits/ Exercise tracking watches are allowed.
- Hair accessories are to be kept to a discreet minimum and in green - neither large bows nor headbands with decorative pieces are allowed.
- Pupils may style their hair in the way that is appropriate for school yet makes them feel most comfortable, however, dyed hair or shaved tramlines are not allowed.
- Nail varnish should not be worn in school.

4.2 Where to purchase it

- Valentino Schoolwear in Knaphill stocks our school logo jumpers, cardigans and fleeces, however all of our uniform can be bought more widely, e.g. from 'high-street' retailers
- Our Parent Teacher Association (PTA) will arrange second-hand uniform sales throughout the year, which will be advertised via our PTA Facebook page.
- Parents are encouraged to donate any good condition old uniform to allow for reselling or reallocation to families.

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 Vicky Harbridge/ Debbie Harrison 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 Vicky Harbridge/ Debbie Harrison 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 head teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with our Behaviour Policy.

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. Monitoring arrangements

This policy will be reviewed every three years by the Head teacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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