

School Uniform Policy

Date	Review Date	Endorsed by	Approved by	Link Governor
Dec 2015	Dec 2016	Children, Families and Community Committee	Governing Body	Shaheen Ferdaus

We at The Devonshire Hill Nursery and Primary School have decided, after consultation with parents/carers, pupils, school personnel, community groups, and the Local Authority, to have a school uniform for pupils as we feel it plays an important part in supporting positive behaviour and discipline, developing the ethos of the school and supporting teaching and learning.

We will consider reasonable requests to vary this policy, in particular to meet the needs of any individual pupil to accommodate their religion or belief, ethnicity, disability or other special considerations.

We believe we have a moral duty to keep costs low for parents as we realise they do not have an endless pot of 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 will consult with parents/carers, pupils and school personnel in order to gauge their views regarding any changes to the present school uniform. Parents and pupils will be informed well in advance of any significant changes to this policy coming into effect.

We wish to work closely with the House Captains and House Representatives 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 to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

This policy is to be read in conjunction with the following documentation:

- School Uniform Guidance (DfE) – **Guidance A**

Aims

- To ensure pupils wear school uniform in order to support positive behaviour and discipline, to develop the school ethos and to support effective teaching and learning.
- To be representatives and role models for the school when attending offsite visits etc. promoting the school.

Responsibility for the Policy and Procedure

The Governing Body has:

- Delegated to the Headteacher the responsibility of implementing and maintaining this policy;
- Delegated 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;
- Nominated a designated Equalities governor to ensure 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 House Captains and House Representatives in the development, approval, implementation and review of this policy;
- Make effective use of relevant research and information to improve this policy;
- Nominated a link governor to visit the school regularly, to liaise with the Headteacher and to Report back to the Governing Body;
- Responsibility for the effective implementation, monitoring and evaluation of this policy

The Headteacher will:

- Delegate responsibility on its endorsement to the Senior Leadership Team;
- Ensure all school personnel, pupils and parents are aware of and comply with this policy;
- 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 pupils 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 Body the number of pupils who abuse this policy;
- Make effective use of relevant research and information to improve this policy;
- Work closely with the link governor and coordinator;
- Provide leadership and vision in respect of equality;
- Provide guidance, support and training to all staff;
- Monitor the effectiveness of this policy;
- Annually report to the Governing Body on the success and development of this policy

The Link Governor Governor will:

- Work closely with the Headteacher and the coordinator;
- Ensure this policy and other linked policies are up to date;
- Ensure that everyone connected with the school is aware of this policy;
- Attend training related to this policy;
- Report to the Governing Body every term;
- Annually report to the Governing Body on the success and development of this policy

School personnel will:

- Comply with all aspects of this policy;
- Lead by example dressing appropriately in business-like clothes;
- Be of a neat and tidy 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

Pupils will:

- Be aware of and comply with this policy by wearing 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 House Captains and Representatives about any improvements to this policy;
- Take part in questionnaires and surveys

The House Captains and House Representatives will be involved in:

- Determining this policy with the Governing Body;
- Discussing improvements to this policy during the school year;
- Organising surveys to gauge the thoughts of all pupils;
- Reviewing the effectiveness of this policy with the Governing

Parents/carers will:

- Be aware of and comply with this policy by ensuring their children wear school uniform at all times;
- Support the school Code of Conduct and guidance necessary to ensure smooth running of the school;
- Be asked to take part periodic surveys conducted by the school.

School Uniform

A full list of school uniform for all school activities can be found in **Appendix A**.

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 the reason why in order 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 in place clear procedures to deal with any complaint made against the school or individuals connected with it. We take any complaint seriously and we deal with them professionally following set procedures. (See Complaints Procedure Policy)

Raising Awareness of this Policy

We will raise awareness of this policy via:

- The school website
- The Staff Handbook
- Meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- School events
- Meetings with school personnel
- Communications with home such as weekly newsletters and of end of half term newsletters
- Reports such annual report to parents and Headteacher reports to the Governing Body
- Information displays in the main school entrance

Training

All school personnel:

- Have equal chances of training, career development and promotion
- Receive training on this policy on induction which specifically covers:
 - All aspects of this policy
 - Physical Education

- Swimming
 - Educational Visits
 - Social Events for Pupils
 - Equal opportunities
 - Inclusion
-
- Receive periodic training so that they are kept up to date with new information
 - Receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

Equality Impact Assessment

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

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

Monitoring the 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 link governor.

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

This policy was reviewed and endorsed by the Full Governing Body of The Devonshire Hill Nursery and Primary School on Wednesday 9th December 2015.