



Policy Document

Rosherville Church of
England Academy

Uniform Policy

December 2022

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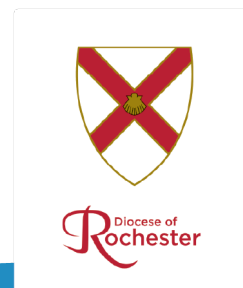
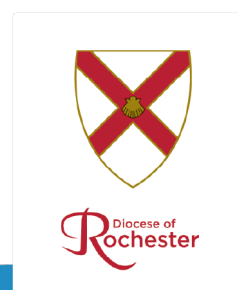




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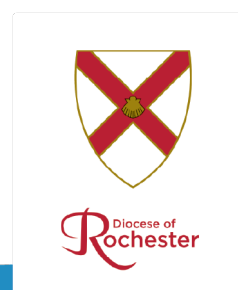


Statement of Intent

Rosherville C of E Academy believes that a consistent school uniform policy supports pupils to provide a sense of belonging and identity for all, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair, and inclusive uniform policy; to implement a uniform that reflects the needs of all pupils, is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.





1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

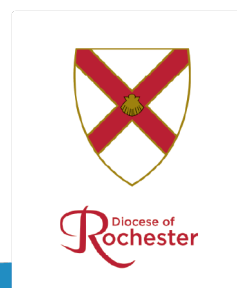
- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedure
- Behaviour Policy





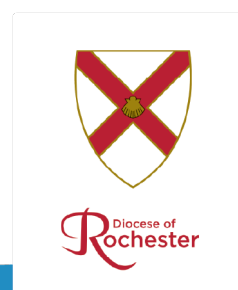
2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the Head of School and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The Head of School is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community regarding the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.





Staff members are responsible for:

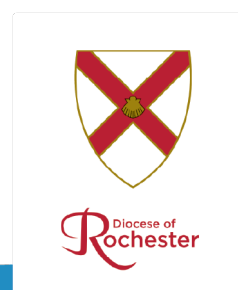
- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. school identity and community.

Parents/Carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Head of School if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times unless the Head of School has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.





3. Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents/carers.

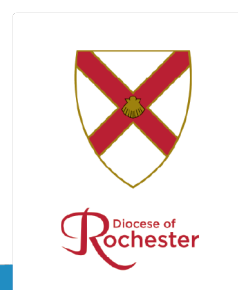
The Head of School will ensure that the school's uniform policy does not discourage parents/carers from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents/carers.
- Parents/carers with multiple children who are, or will be in the future, pupils at the school.
- Parents/carers of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents/carers of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents/carers would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents/carers will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design, and fabrics.

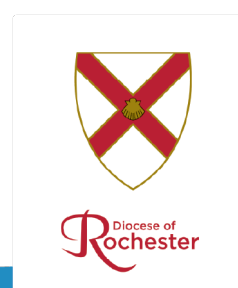




Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible. The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents/carers where possible and does not enter exclusive single supplier contracts or cash-back arrangements.

The school will not amend uniform requirements regularly and will take the views of parents/carers and pupils into account when considering any changes to school uniforms.





4. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and seeks to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that the school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all are as equal in price as possible and by adhering to the cost principles laid out in section 3.

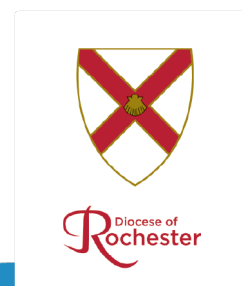
The school will ensure that parents/carers and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents/carers of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the

'School Uniform' section of this policy, regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.





Parents/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Head of School and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

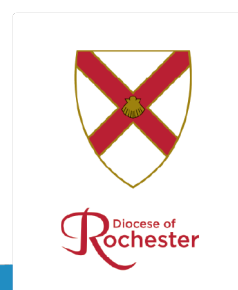
5. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedure.

To make a complaint, parents/carers should refer to the Complaints Procedure and follow the stipulations outlined.

When a complaint is received, the school works with parents/carers to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.





6. Uniform assistance

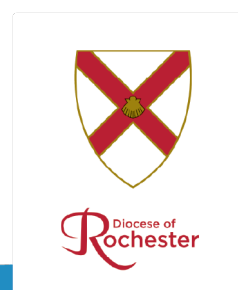
The school supports vulnerable families in meeting the costs of uniforms and coats where necessary. School uniform assistance can be provided with the budget from pupil premium funds.

To claim school uniform assistance, parents/carers should be eligible for benefits-related free school meals. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

The school office holds good quality second-hand school uniforms for parents/carers to access; access to these uniforms is available upon request to the office. Parents/carers are invited to donate their child's uniform when they no longer need it.

7. Non-compliance

In the case of a child not wearing the correct uniform staff will speak with the pupil and / or parents to ascertain the reason for this. We will work with the family to ensure that there is a solution so that the correct uniform can be worn This includes footwear.





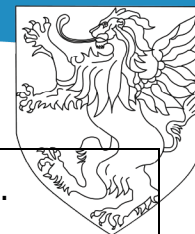
8. School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	How to acquire
Navy blue V-neck jumper, sweatshirt, sleeveless jumper, or school cardigan with optional school logo.	Required	Branded sweatshirt and cardigan available from school office and second hand from the office. Navy blue sweatshirt, jumper or cardigan can be bought from regular retailers.
Pale, blue-collared polo t-shirt with optional school logo.	Required	Available from school office, second hand from the office and available from regular retailers.
Navy blue school fleece with optional school logo.	Optional	Available from school office and second hand from the office.
Grey or black school trousers school shorts, school skirt or tunic.	Required	Available second hand from the office and available from regular retailers.
Blue and white check gingham dress (summer wear).	Optional	Available from regular retailers.
Sensible, plain black shoes (no boots) or plain black trainers (no coloured branding).	Required	Available from regular retailers.
Grey tights, plain grey, black, or white socks.	Required	Available from regular retailers.
White PE round necked t-shirt.	Required	Available from regular retailers.





Plain black or navy-blue PE shorts.	Required	Available from regular retailers.
Black plimsolls or trainers.	Required	Available from regular retailers and second hand from the office.
Track suit, fleece and joggers (black or dark blue).	Optional	Available from regular retailers
Navy blue or black drawstring PE bag with optional logo.	Optional	Available from school supplier, regular retailers
Hat/cap with school logo.	Optional	Available from school office
School book bag with school logo.	Optional	Available from school office

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible wristwatch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including but not limited to PE lessons, Outdoor Learning, and science experiments.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be considered where any judgements on appropriateness are to be made, and parents/carers will always have the freedom to complain via the school's Complaints Procedure.



Diocese of
Rochester



PROUD TO BE
Aletheia
Academies Trust



Pupils with long hair must ensure that this is tied back, does not impede their vision, cover their face, or provide a health and safety risk.

The following hairstyles are not considered appropriate for school:

- Brightly coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

9. Adverse weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

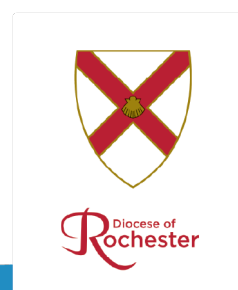
For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts, or trousers.
- Tops that cover the shoulder area.
- Wide-brimmed hats or caps, and sunglasses with UV protection when outside, where possible and appropriate.

Pupils are advised not to wear jumpers or coats during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided. During heatwaves, the school may provide further guidance on pupil clothing to support pupil safety.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats, and hats when they are outside as appropriate.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.





10. Labelling

All pupils' clothing and footwear must be clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in the office, and these will be retained for the remainder of the term.

This policy is reviewed every two years by the Head of School.

