



Olga Primary School

School Uniform Policy

Policy Date: October 2024

Review Date: July 2027

Introduction

Here at Olga Primary School we believe that a consistent School Uniform Policy is vital for:

- Promoting the ethos of our School.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this Policy, “Uniform” includes the following elements of pupils’ appearance:

- Clothing, including the School Uniform itself, variations of the School Uniform such as PE Kits, and other clothing worn at School, including outdoor wear and clothing worn on non-uniform days.
- Hairstyles & Headwear.
- Jewellery and other visible accessories.
- Cosmetics such as makeup and nail polish.

This Policy lays out the measures the School has taken to ensure a consistent, fair and inclusive School Uniform Policy, and to implement a Uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the School and pupils’ families.

In writing this Policy, we have sought to:

- Consider how this Policy might affect groups represented in the School, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the Uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the Uniform is suitable and safe for pupils who walk or cycle to School.
- Choose a PE Kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the Policy is easy to access and understand.

1. Legal Framework

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

- Human Rights Act 1998
- Education & Inspections Act 2006
- Equality Act 2010
- Education Act 1996
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) ‘Cost of School Uniforms’
- DfE (2021) ‘School Admissions Code’

- DfE (2023) 'School Uniforms'
- DfE (2022) Political Impartiality in Schools
- Equality & Human Rights Commission (2022) 'Preventing hair discrimination in Schools'
- This Policy operates in conjunction with the following School Policies:
- Complaints Policy
- Positive Behaviour Policy
- School Equality Policy

2. Roles & Responsibilities

The School Governing Board is responsible for:

- Establishing, in consultation with the Headteacher 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, inclusive, and does not disadvantage any pupil because 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 Uniform.
- Ensuring that the School Uniform is accessible and affordable.
- Demonstrating in this Policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of School Uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The Headteacher is responsible for:

- Enforcing the School Uniform Policy 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 in regard to the School Uniform and making appropriate recommendations to the Governing Board.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this Policy at all times.

Parents/Carers are responsible for:

- Providing their children with the correct School Uniform as detailed in this Policy.
- Ensuring that their child's Uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct Uniform.
- Looking after their Uniform as appropriate.

3. Cost Principles

The School will develop its School Uniform Policy in relation to the following starting principles:

- The School will seek to ensure that the Uniform is affordable. In so doing, the School will consider the total cost of School Uniforms, taking into account all items of Uniform or clothing Parents/Carers will need to provide while their child is at the School.
- The School will seek to keep the use of branded items to a minimum.
- The School will seek to ensure that Uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The School will seek to ensure that second-hand Uniforms are available for Parents/Carers to acquire.

4. Equality Principles

The School takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the School will aim to ensure that its School Uniform Policy is as inclusive as possible so that all pupils can access a School Uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The School will ensure that Parents/Carers and pupils are consulted over any changes to School Uniform, and that, where appropriate and with pupils consent, views and advice are sought specifically from pupils, and Parents/Carers of pupils.

Parents/Carers concerns and requests regarding School Uniform and amendments to it are handled on a case-by-case basis by the Headteacher and Governing Board, and always in accordance with the School's Complaints Policy.

Religion & Belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the School will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the School Uniform Policy.

The School will endeavour to meet all requests for amendments to the Uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain ethnicity/race, the School will ensure that its School Uniform Policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.

- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The School will follow the good practice guidance provided by the Equality & Human Rights Commission on 'Preventing Hair Discrimination in Schools'.

SEND & Medical Conditions

To avoid disproportionately impacting pupils with SEND or Medical Conditions, the School will ensure its School Uniform Policy takes into account the needs of these pupils. This includes:

- Ensuring the School Uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard Uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the School Uniform Policy, individual adaptations to the Uniform will be considered and permitted wherever possible.

The School will ensure that it works with a supplier that acts in accordance with the School's values and principles on equality and inclusion.

5. Clothing Or Accessories Which Display Political Statements Or Promote A Partisan Political Belief

As part of our obligations under statute¹ and our aim to make our School a safe and inclusive environment for our diverse pupil population, clothing, school bags or accessories which display political statements, or which promote a partisan (i.e. one-sided) political position or belief are not permitted to be worn to School or on School trips on Uniform or on Non-Uniform days²

This applies to all partisan political views equally and pupils may be asked to remove items which display these statements. If this is not possible then Parents/Carers may be contacted in accordance with this Policy.

6. Complaints & Challenges

The School will endeavour to resolve all Uniform complaints and challenges locally and informally, in accordance with the Schools Complaints Policy.

The School will refer individuals who wish to complain to the Complaints Policy and request that they follow the procedures outlined therein.

¹ S.406 Education Act 1996

² [Political impartiality in schools - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/political-impartiality-in-schools)

When a complaint is received, the School will work with the complainant to arrive at a mutually acceptable outcome.

The School has an agreed procedure in place with its Uniform supplier to deal with complaints about the supply and quality of Uniforms.

7. School Uniform Supplier

The Schools current Uniform supplier is:

myclothing.com

8. Uniform Assistance

The School will hold second-hand School Uniforms in the School office for Parents/Carers to access free of charge.

Parents/Carers will be invited to donate their child's Uniform when they no longer need it.

9. Non-Compliance

The Headteacher, or a person authorised by the Headteacher, will be permitted to ask a pupil's Parents/Carers to bring in the correct items to remedy breaches to the Schools Uniform Policy.

10. School Uniform

- a. An embroidered Olga logo / plain dark green poloshirt.
- b. An embroidered Olga logo / plain dark green sweatshirt or cardigan.
- c. Black trousers, jogging bottoms, shorts, skirts or culottes.
- d. Green checked dress.
- e. Black, navy or white headscarf if required.
- f. Any type of sensible shoe or trainer secured with laces or straps.
- g. School fleeces, book bags, rucksacks and PE bags are available to purchase with the School logo or plain.



Parents/Carers who do not wish to buy the optional branded PE Kit must acquire a PE Kit meeting the following criteria:

Plain white T-shirt or FOO green T- shirt/ plain or Olga logo sweatshirt in School colours / plain shorts, track suits, jogging bottoms or legging in navy or black / trainers. Olga T-shirts are

available from FOO (Friends of Olga), this can be purchased here: friends-of-olga.sumupstore.com

Parents/Carers are responsible for ensuring their child brings their PE Kit to School when needed.

Jewellery

The School rules on jewellery are as follows:

- One pair of stud earrings may be worn - no other piercings are permitted.
- A smart and sensible wristwatch may be worn. Smart watches are not permitted.

Pupils will be advised that jewellery is their personal responsibility and not that of the School. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Bags

School Bags featuring inappropriate images, slogans or phrases will not be permitted.

The School will not be liable for lost or damaged School Bags.

Accessories

Badges/stickers/armbands/wristbands are not permitted to be worn on School Uniform or outdoor wear whilst on School premises.

Pin-badges (e.g. birthday badges or similar badges) should not be worn on School Uniform or outdoor wear. Pupils may be asked to remove these badges due to risk of injury.

11. Labelling & Lost Property

Parents/Carers will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property box in the School office.

12. Monitoring & Review

This Policy will be reviewed every 3 years by the Governing Board and the Headteacher.

Any subsequent changes to this Policy will be communicated to all Staff, pupils, Parents/Carers and other relevant stakeholders.