



THE ARUN VILLAGES FEDERATION

Enabling every child to thrive and succeed

Uniform Policy

The Governing Board of the Arun Villages Federation has chosen to have a school uniform for pupils in its schools as we believe that:

- it plays an important part in supporting positive behaviour and discipline;
- it helps to develop and strengthen the ethos of its schools;
- it supports effective teaching and learning;
- it promotes a sense of pride in the school;
- it promotes a sense of community and belonging in school;
- it promotes equality;
- it supports health and safety;

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 pupils to wear items of clothing, other than or in addition to the specified school uniform, will be considered.

We are aware that a greater number of pupils are questioning their gender identity than in the past. Therefore, our uniform will be gender-neutral in order to cater for pupils who do not match clothing to gender as well as those who do.

We believe we have a duty to keep uniform costs affordable for parents and to take account of environmental impact. Therefore, we will ensure that our school uniform provides best value and that it will be sustainably sourced.

We will consult with parents/carers, pupils, school personnel, community groups, local religious leaders in order to gauge their views regarding any changes to school uniform. Parents and pupils will be informed well in advance of any changes to this policy coming into effect.

School uniform is compulsory in our federation and breaches of uniform may result in sanctions. However, the Governing Board does not see exclusion as an appropriate response to breaches of this policy. Schools will work with parents and carers to ensure that all children comply with the uniform policy.

We take seriously our duty to promote equality. An equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

Responsibility for the Policy and Procedure

Role of the Governing Board

The Governing Board is responsible for:

- ensuring that the school complies with all equalities legislation;
- responsibility for ensuring funding is in place to support this policy;
- ensuring this policy is reviewed and updated regularly;
- ensuring all policies are made available to parents;

- reviewing the effectiveness of this policy with the Governing Body
- the effective implementation, monitoring and evaluation of this policy.

Role of the Headteacher

The Headteacher will:

- 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;
- write to parents of pupils not complying with this policy asking for their support before any further sanctions are imposed
- impose sanctions for non-compliance with school uniform;
- 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;
- monitor the effectiveness of this policy by speaking with pupils, school personnel, parents and governors;
- regularly report to the Governing Body on the success and development of this policy.

Role of School Personnel

School personnel will:

- comply with all aspects of this policy;
- 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;

Role of Pupils

Pupils will:

- be aware of and comply with this policy by wearing correct uniform;

Role of Parents/Carers

Parents/carers are responsible for:

- ensuring their children wear school uniform at all times;
- ensuring that their children's uniform is clearly named;
- work with the school if their child is not wearing the correct uniform;
- sharing their views during periodic surveys conducted by the school;
- share with the school any problems they may have regarding school uniform.

Hairstyles

Children should not have extreme hairstyles at school, e.g. shaved logos or dyed hair. Parents will be notified if a child's hairstyle is inappropriate and the style should be grown out. Children with long hair must wear it tied back for hygiene and health and safety reasons.

Make-up and nail varnish

Children are not allowed to wear make-up to school and nail varnish should be removed for school.

Lost property

Named lost property will be returned to the child. Unnamed lost property will be centrally stored and put out for collection at the end of each term. Uncollected items will be washed and kept by the school as spare uniform or donated to charity if not needed.

Non-compliance

In the case of a minor or first-time incident, the child and/or parents will be reminded of the correct uniform. Clean, spare items of uniform will be provided for the day if appropriate/possible. Further incidents of non-compliance will result in a letter home and/or a telephone call or meeting with parents to resolve the issue.

Complaints

Any complaints about school uniform will be addressed using the school's normal procedures.

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 the schools in our federation.