





Lumen Learning Trust
Learning together for a brighter future

School Uniform Policy - Walton Oak Primary School

DATE APPROVED BY LUMEN LEARNING TRUST	1 st September 2022		
REVIEW DATE Biennial	1 st September 2024		
SIGNED EXECUTIVE PRINCIPAL	Mary Ellen McCarthy 	DATE	01/09/2022
SIGNED CHAIR OF DIRECTORS	Ray Vango 	DATE	01/09/2022



Walton Oak
Primary School

Introduction

The Lumen Learning Trust puts the children's needs at the heart of its provision. Our whole school community is committed to enabling the children to become successful lifelong learners and happy, fulfilled adults who can make positive choices about their future.

1. Aims and objectives

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 by providing a complete list of the items needed for School uniform in this policy, in the new starter pack for Reception cohort parents and within the new in-year admissions information pack.

This policy is based on the notion that School uniform:

- Promotes a sense of pride in the School;
- Engenders a sense of community and belonging towards the School;
- Is practical and smart;
- Identifies the children with the School;
- Prevents children from coming to School in fashion clothes that could be distracting in class;
- Makes children feel equal to their peers in terms of appearance;
- Is regarded as suitable wear for School and good value for money by most parents.

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 the School Business Manager, 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 Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties;
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability;
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and shoes;
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler;
- Avoiding different uniform requirements for extra-curricular activities;
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels;
- Making sure that arrangements are in place for parents to acquire second-hand uniform items;
- 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

Our basic minimum requirement of school branded items is:

- 1 x branded sweatshirt (V-neck, sweatshirt material) *or* 1 x branded cardigan (V-neck, sweatshirt material)
- 1 x branded polo shirt *or* 1 x branded tie (depending on year group)
- 1 x branded PE t-shirt
- 1 x branded book bag (Nursery to Year 2)
- 1 x branded PE bag

Optional school branded items include:

- Purple backpack (Year 3 to 6)

Non-branded items that are accepted are:

- Swimming costume, hat and goggles
- Dark fleece/hooded top for PE
- White sport socks for PE
- Black joggers for PE
- Trainers for PE
- Charcoal trousers or shorts
- Charcoal grey pinafore or skirt
- White shirts (Year 3 to 6)
- Black school shoes
- Charcoal grey socks or tights
- Purple gingham summer dress (from beginning of Summer term until October half term)
- Water bottle

Expectations for accessories:

- A small wrist watch (or one that can count steps) is permitted. Smart watches that can be used to communicate are not permitted;
- Small & discreet stud earrings (these earrings must be removed for PE in compliance with Surrey's safety rules). No other jewellery is permitted;
- Nail varnish, false nails, make-up and temporary tattoos are not appropriate for school and a pupil will be asked to remove these accessories if seen by a member of staff.

Expectations for hairstyles:

- All children with shoulder-length or longer hair must have it completely tied back; hair should not be worn in a half-up-half-down style;
- Hair bands should be small and plain in the neutral colours of white, black, brown, beige and purple only;
- Decorative and large accessories such as bows, headbands and long ribbons are not appropriate for school as they serve no functional purpose, pupils will be asked to remove these if worn;
- Short hair should be uniform in length i.e. not shaved in one part and excessively long elsewhere;
- Extreme hair styles are not permitted in school; this includes patterns cut into hair e.g. tram lines, excessive use of hair products e.g. gel, the use of hair dye in non-natural colours or bleach.

The Headteacher may grant exceptions to any of the above, but only where this is required as a matter of sincere religious observance and where this can be substantiated by a letter from the leader of the relevant religious community.

4.2 Where to purchase it

School uniform is available to purchase at A Sporting Choice, 23 Molesey Road, Hersham, KT12 4RN. Non branded items can also be purchased from other retailers, e.g. 'high-street' stores.

Friends of Walton Oak (FOWO) will arrange regular second-hand or nearly new uniform sales.

If families are struggling to find finances for school uniform the school's Pastoral Team may be able to help. Families can complete a confidential online form which will go straight to the team members. The link to the form can be accessed via the school's website.

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 where all members of the school staff team will ensure uniform expectations are adhered to;
- 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).

5.2 Parents and carers

We ask all parents who send their children to our school to support the school uniform policy. We believe that parents have a duty to send their children to school correctly dressed and ready for their daily schoolwork.

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 as the School does not accept any responsibility for any lost items;
- In good condition.

Parents are expected to contact the School Office email: office.waltonoak@lumenlearningtrust.co.uk 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.

If any parent would like the School to modify the uniform policy, they should make representation, in the first instance, to the Headteacher. The School welcomes children from all backgrounds and faith communities. If there

are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from the School uniform, the School will look sympathetically at such requests.

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

All school staff will closely monitor pupils to make sure they are in correct uniform and will challenge any discrepancies. Pupils will be asked to remove accessories (such as decorative bows or nail varnish) that contravene the uniform policy immediately and should be placed in their school bag for safe keeping.

Families of children breaching the uniform policy will be given the opportunity to comply. If further breaches are experienced the Headteacher will be notified.

Staff will take a mindful and considerate approach to resolving ongoing breaches of our uniform policy. In the first instance any breaches will be dealt with by the class teacher with the input of the school pastoral team in cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy.

5.4 Governors

The Local Governing Body supports the Headteacher in implementing the School uniform policy. It considers all representations from parents regarding the uniform policy and liaises with the Headteacher to ensure that the policy is implemented fairly and with sensitivity.

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.

Governors will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, and accessibility of suppliers.

6. Exceptionally hot weather

When declared at the start of the school day by notice from the Headteacher, ties may be removed and the shirt top button undone. A text message will be sent to families confirming this.

7. Monitoring arrangements

This policy will be reviewed biennially by the Local Governing Body. At every review, it will be approved by the Chair of Directors and Executive Principal of Lumen Learning Trust.

The Governing Body monitors and reviews the School uniform policy through;

- Listening to the views of parents, to ensure that they agree with and support the policy;
- Considering, with the Headteacher, any requests from parents for individual children to have special dispensation with regard to School uniform;
- Requiring the Headteacher to report to the governors on the way the School uniform policy is implemented.

8. Links to other policies

This policy is linked to our:

- Behaviour management policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Home School Agreement