

## Mill Hill Primary School

### Policy on Uniform and Appearance

(see also DCSF Guidance to Schools on School Uniform and related policies and the school's Behaviour and Discipline Policy and Racial Equality Policy)

#### 1 Introduction

- 1.1 The DCSF strongly encourages school governing bodies to have a uniform and appearance policy, stating that it is for them to determine what the rules relating to this should be. This flows from the duties placed upon the governing body by statute to conduct the school and to ensure school policies promote good behaviour, order and discipline amongst pupils.
- 1.2 School uniform plays a valuable role in contributing to the ethos of Mill Hill Primary School and in setting an appropriate tone and it is our policy that all children should wear school uniform and adhere to school rules regarding appearance when attending school, or when participating in a school-organised event outside normal school hours. We provide a complete list of the items needed for school uniform and acceptable appearance in our school prospectus.
- 1.3 The uniform and appearance policy should
  - be fair and affordable to all parents/carers
  - have regard to the Human Rights act 1998 and anti-discrimination legislation
  - not act as a barrier to parents when choosing a school

#### 2 Aims and objectives

- 2.1 Our policy is based on the notion that a school uniform *can*:
  - instil pride and encourage identity with, and support for, school ethos
  - promote a strong, cohesive school identity that supports high standards and equality among pupils
  - support effective learning and teaching
  - promote the health, safety and well-being of pupils
  - support positive behaviour, attitudes and discipline
  - ensure inclusion of all pupils regardless of gender, race or religion
  - protect pupils from social pressure and harassment
  - discourage dress and appearance that encourages anti-social or 'gang' behaviour
  - nurture cohesion and promote good relations and harmony between different groups of pupils
  - provide an affordable, practical dress code for all families

#### 3 Uniform and Dress Code

- 3.1 We require all children to wear the school's uniform, as described in the school's uniform list. Uniform may be purchased from the school office on a 'not for profit' basis. Competitively priced items in the school colours are available from various chain stores. All items of uniform should be labelled and pupils are responsible for looking after their clothing during the school day.
- 3.2 It is important that individual pupils can be identified in order to maintain good order and identify intruders easily. If a pupil's face is obscured for any reason, the teacher may not be able to judge their engagement with learning, or to secure their participation in discussions and practical activities.

**3.3 Uniform comprises the following:**

Girls - grey or black skirt or pinafore dress; grey or black trousers (no stripes or logos); royal blue sweatshirt or cardigan; white blouse or polo shirt; grey, white or black ankle or knee socks or tights (no leggings); black footwear (no backless mules or flip flops); blue and white check summer dress.

Boys - grey or black trousers (no stripes or logos); white shirt or polo shirt; grey, white or black socks; black footwear.

Footwear – We require all children to wear black footwear, as described in the school's uniform list. The school wants all children to grow into healthy adults. We believe that it is dangerous for children to wear shoes with platform soles or high heels in school, so we do not allow this. Nor do we allow the wearing of backless mules or flip flops.

PE uniform:

Indoor – White T-shirt, black shorts, well fitting black gym shoes

Outdoor – White T-shirt, black shorts/jogging pants, trainers

Parents are reminded that no child will be excluded from PE lessons due to lack of PE kit. Spare items are retained in each department for this purpose.

**4 Jewellery**

- 4.1 We do not allow children to wear jewellery in our school as it poses a risk of injury and may place a pupil at increased risk of bullying and harassment. This includes the wearing of earrings or other body adornments, including during the healing period. The exception to this is a wrist watch which we ask the children to remove during PE and games. Tattoos, either temporary or permanent, are not permitted.

**5 Hairstyles**

- 5.1 It is recommended that long hair be tied back for health and safety reasons.
- 5.2 The school does not permit children to have haircuts that could serve as a distraction to other children or raise health and safety concerns. Shaved heads or hairstyles that are deemed by the Head Teacher to be extreme are not acceptable. Hair should not be cut on anything less than a number two setting. No markings of any description should be shaved into the hair. Hairstyles where one side of the head is shaved and the other is left longer are not allowed. If you are unsure whether or not a hairstyle will be acceptable you are advised to ask the Head Teacher. Hair must not be dyed, gelled, bleached or beaded.

**6 Make-up**

- 6.1 The school does not permit children to wear make-up or nail varnish.

**7 The role of parents**

- 7.1 We ask all parents who send their children to our school to sign a Home/School Agreement supporting the school uniform and appearance policy. We believe that parents have a duty to send their children to school correctly dressed and ready for their daily schoolwork. Parents should ensure that their child has the correct uniform, and that it is clean and in good repair.
- 7.2 If any parent would like the school to modify the uniform policy, they should make representation to the headteacher. The school welcomes children from all backgrounds and faith communities. If there are serious reasons, e.g. religious objections, why parents want their child to wear clothes that differ from the school uniform, the school will look sympathetically at such requests. Similarly, should an item of school uniform prove problematic for a pupil with disabilities, then parents are invited to draw this to the attention of the headteacher. The school will not treat pupils with disabilities unfavourably.

## **8 The role of governors**

- 8.1 The governing body supports the headteacher in implementing the school uniform and appearance policy. It considers all representations from parents regarding this policy, and liaises with the headteacher to ensure that the policy is implemented fairly and with sensitivity.
- 8.2 It is the governors' responsibility to ensure that the school uniform meets all national regulations concerning equal opportunities, and that our school uniform and appearance policy is consistent with our policy on equal opportunities.
- 8.3 Governors ensure that the school uniform and appearance policy helps children to dress sensibly, in clothing that is hardwearing, safe and practical.

## **9 The role of the Head Teacher**

- 9.1 The Head Teacher will give due consideration to circumstances surrounding any pupil's non compliance with the school's uniform and appearance policy.
- 9.2 The Head Teacher can discipline a pupil for breach of the school's uniform and appearance policy.
- 9.3 Where a pupil repeatedly refuses to comply with the school's uniform and appearance policy, even if they do not otherwise display poor behaviour, exclusion may be used as an appropriate response.
- 9.4 The Head Teacher may ask a parent to remove their child from school briefly to remedy a breach of the school's rules on uniform or appearance. This should be for no longer than is necessary to remedy the breach. This is not exclusion but an authorised absence. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the pupil's absence may be counted as unauthorised absence.
- 9.5 When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied and the availability of the parent will be considered.
- 9.6 If a pupil repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion.
- 9.7 Where a hairstyle, due to its nature cannot be modified, the pupil will be withdrawn from all social areas of the school (e.g. playground/field etc) until the hair is an acceptable length or the colour has been modified. Pupils will be unable to represent the school at any special events or activities during this time.
- 9.8 The application of these sanctions ensures that pupils' learning is not affected whilst enabling the school to implement the policy in a fair and consistent manner.

## **10 Human Rights**

- 10.1 It may be possible for many religious requirements to be met within a school uniform and appearance policy. It is our intention to act reasonably in accommodating religious requirements, however, the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion at any time, in any place, or in any particular manner. The Human Rights Act justifies interference with pupils' rights on grounds of health and safety, and the protection of the rights and freedoms of others.

In fulfilling our obligations, we balance the rights of the individual pupil against the best interests of the school community as a whole. In some situations we may consider that we have good reason to restrict the individual's freedom, for example to promote cohesion and good order, to prevent bullying, or due to genuine concerns for health and safety.

## **11 Equality and Discrimination Issues**

- 11.1 In formulating our Uniform and Appearance Policy we have considered our obligations not to discriminate on grounds of sex, race, disability and religion. This policy has been written in conjunction with our Single Equality policy.

## **12 Monitoring and review**

- 12.1 When monitoring this policy, through its committee work, the governing body will:
- seek the views of parents, to be sure that they agree with the policy, and support it;
  - consider with the headteacher any requests from parents for individual children to have special dispensations;
  - require the headteacher to report to the governors on the way in which the policy is being implemented.
- 12.2 This policy will be regularly reviewed.

**Signed:** .....

Chair of Governors

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Head Teacher

June 2018