



**MOSAIC**  
SCHOOLS LEARNING TRUST

**UNIFORM POLICY**

All schools in Mosaic Schools Learning Trust are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

Staff Responsible:

Head Teacher

Date of Review:

September 2024

Date of Next Review:

September 2026

## VERSION CONTROL

Date	Change

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## **Uniform Policy**

Our uniform policy reflects our values and reinforces our school's culture of high expectations and academic achievement. All pupils must dress according to the uniform policy. Our school uniform is important to us. It is one way in which we identify ourselves as a school community and it promotes a strong, cohesive identity which supports high standards and expectations in all areas of school life. It promotes harmony between different groups represented in the school, and it enhances security.

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

### **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 (although for health and safety reasons, we ask that this 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 our Head Teacher, who can answer questions about the policy and respond to any requests

### **We have a required school uniform for several reasons:**

- Uniforms unite the school. Pupils make a commitment that when they put on their Oak Lodge uniform they will abide by the rules of the community, therefore promoting the ethos of our school.
- Uniforms reduce distractions. We are focused on achieving success. When pupils are allowed to wear their own clothing, there is the potential to talk about fashions and styles rather than learning.
- Uniforms make us all equal. Whether families have high incomes or low incomes, the pupils come to school looking the same way. No one has to feel bad about the

clothes they have or do not have. Our uniform provides our pupils a sense of belonging and identity.

- Uniforms look professional. Pupils look neat and ready to learn, setting an appropriate tone for education.

### **Smartness and high standards of appearance are expected at all times.**

We ask parents and carers to support all decisions by school staff regarding whether or not clothing is appropriate or inappropriate for school.

### **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 those with a logo or of a unique design or colour may not always 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 items with distinctive characteristics to low-cost or long-lasting items
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags 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 different year/class/house groups, other than less expensive items such as PE shirts. We will also ensure that siblings are all placed in the same house so that uniform items can be passed down.
- Avoiding different uniform requirements for extra-curricular activities.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items through regular on-site sales arranged by our parents associations
- 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

### **Non-compliance with the Uniform Policy**

Parents and carers of pupils that do not wear the correct uniform will be contacted and asked to bring the correct uniform into school. If this is not possible then pupils will be provided with the correct item of uniform they are missing for the day. Persistent and defiant non-compliance with the policy will result in an appropriate sanction.

There may be good reasons why a child is not wearing school uniform. In this case, parents and carers should share the reasons with the class teacher either in person or by letter or to SLT via the school office. The school will always be considerate and discrete in trying to establish why a pupil is not wearing the correct uniform. Pupils will not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform. In line with our culture of honest conversation with parents and carers, we encourage discussion with the school at the earliest opportunity if there are any difficulties.

There will be occasions when the school decides that school uniform is not appropriate e.g. when taking part in a physical activity day, wearing different clothes as a part of a fund raising event or topic entry point activity day. Parents and carers will be notified in advance of what is the revised dress code on these days.

## Expectations for School Uniform

### Uniform Details

EYFS AND KS1 (Reception, Years 1 and 2)	
<b>'Winter' Uniform</b> after autumn half term and spring term	Dark green jumper, cardigan or school sweatshirt Grey tailored trousers, grey skirt or pinafore Short sleeved white polo shirt
	Grey socks, white socks (ankle or knee length) Grey, green or black tights
	Black shoes no boots or trainers or large heels
<b>'Summer' Uniform</b> summer term and first half of autumn term	Grey tailored trousers Grey tailored shorts Green checked or striped dress/pinafore
	Short sleeved white polo shirt
	Grey socks, white socks (ankle or knee length)
	Black shoes or sensible 'closed' black sandals
KS2 (Years 3, 4, 5 and 6)	
<b>'Winter' Uniform</b> after autumn half term and spring term	Dark green jumper/cardigan or school sweatshirt
	Grey tailored trousers, grey skirt or pinafore
	White shirt/blouse
	School tie
	Grey socks, white socks (ankle or knee length) Grey, green or black tights
	Black shoes - no large heels, no boots or trainers
<b>'Summer' Uniform</b> summer term and first half of autumn term	Grey tailored trousers Grey tailored shorts Green checked or striped dress

	Grey skirt or pinafore
	White shirt worn open-necked or short sleeved polo shirt
	White blouse/shirt worn open necked
	Grey socks
	White socks (ankle or knee length)
	Black shoes or sensible 'closed' Black sandals

PE kit should be worn as follows:

- Black shorts or black or green tracksuit bottoms
- House coloured PE T-shirt

### Outdoor clothing

Children should bring a coat to school each day, apart from during the hotter weather. Hats, scarves and boots should not to be worn inside the school buildings. Hats should be worn outside only during the hotter summer months.

### Footwear

Pupils must wear closed-toed, hard-soled, **all black** plain shoes with a flat sole.

Footwear with flashing lights are not appropriate for school.

Boots are not allowed.

Open-toed sandals should not be worn, even in the Summer Term.

In the case of extreme weather children can wear boots to school but must change into a pair of shoes on arrival to school.

Acceptable Shoes		Unacceptable Shoes	
			
			
			
			

### Hairstyles

Pupils' hair should be neatly groomed and tidy at all times. Long hair should be tied back neatly. Pupils may not wear designs or words cut into their hair or permanent or temporary coloured hair. Hair must be of a natural colour.

### Fingernail Polish or Make-Up

Pupils are not allowed to wear fingernail polish or false nails.  
Make-up is not allowed.

### Jewellery/Accessories

Pupils may wear a watch (with no sound effects, cameras or games) smart watches are not permitted. Mobile phones may be brought into school by children travelling independently



with parent/carer consent, please see the Child Protection and Safeguarding Policy for the school regulations on mobile devices.

Pupils may wear one pair of small, stud earrings which must be worn in the lower ear lobe. All studs must be removed for PE by the child or taken out at home. If the child is unable to remove the earrings they must be taped to enable participation in PE sessions until they are able to do so. For this reason, we would suggest that, if you are thinking of getting your child's ears pierced, you arrange to do so at the start of the summer holiday to allow time to heal. See Appendix 1.

*Please note that the school will be unable to take any responsibility for any watches or jewellery that are lost or misplaced.*

### **Pre-Loved Uniform Sales**

The Friend's of the School Association (FSA) hold regular sales of pre-loved uniform items. These will also be available at taster sessions for new Reception children and will be offered to in-year admissions.

### **Expectations for our school community**

#### **Pupils**

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- 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

#### **Parents and carers**

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
- In good condition

Parents are also expected to contact the Head Teacher, if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics, or
- 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.

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.

### **Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with a member of SLT if the situation does not improve.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

Staff will be role models for pupils in their attire and presentation.

### **Governors**

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

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by ensuring that alternative suppliers are checked regularly.

### **Monitoring arrangements**

This policy will be reviewed every year by the Head Teacher, in addition to regularly monitoring the cost of uniform through various providers. At every review, it will be approved by the full governing body.

### **Links to other policies**

This policy is linked to our:

- Behaviour policy
- SEND Policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

## Appendix 1

### **Procedures for removal of any jewellery during PE lessons**

All jewellery is to be removed or secured during PE to ensure the safety of children.

If earrings cannot be removed, the adult in charge should take action to make the situation safe (e.g. giving tape for child to tape over ear studs, adjusting the activity for the individual child or group). Staff must not remove or replace earrings. They cannot be responsible for the consequences of removing or replacing earrings.

There are two exceptional circumstances for faith jewellery, these are:

*Hindu Rakhi, (a cotton bracelet) this cannot be removed and this should be taped to the arm during PE for safety precautions.*

*Sikhism Kara (metal bracelet 1 of the 5 Ks) should be pushed up the arm and taped for safety precautions.*

These bracelets will be covered with a sweatband or secured by tape.

The removed jewellery, including watches, will be placed in the valuables box/bag for safe keeping.

School staff cannot be held responsible for any jewellery that is removed by a child and subsequently goes missing.

Children wearing medical ID should hand them to the teacher to carry them whilst at the place of activity.

Long hair must be tied back.

Those children who require personal effects, such as hearing aids or glasses in order to take part in PE, will have additional supervision by the staff in charge.

If the situation cannot be made safe, the individual child should not actively participate.