



Shrivenham
Church of England Primary School

All things are possible for one who believes

Uniform Policy

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Mission

We ensure our children learn in a nurturing environment where we value everyone as individuals, care for one another and foster positive emotional growth and well-being. Through our broad and balanced curriculum, we inspire, motivate and challenge our children to become independent and confident learners, maximising intellectual, social, physical and spiritual development. We put Shrivenham School at the heart of village life, actively encouraging partnership with parents, the Church and the wider community.

Vision

Shrivenham School gives everyone the opportunity to believe in themselves, others, and God. Through our values of love, hope and courage, everyone at our school will flourish, fulfil their unique potential and positively contribute to the community.

'All things are possible for one who believes' (Mark 9:23)

Values

LOVE

Love is the core value that underpins all that we do at Shrivenham CE Primary School. Jesus demonstrated his unconditional love during his time on earth indiscriminately, and as followers of Jesus we aim to walk in his footsteps.

We show love to everyone by putting others before ourselves. By working together as part of a strong and supportive family, we can all achieve more - socially, emotionally and academically.

HOPE

Hope is a core value for our church school because we share in the joy that comes from the belief that there is always hope and all is never lost. Hope is an attitude of mind that we develop through faith in God and each other.

In our school this helps is to keep going even when things get hard and when we face new challenges. Together we can turn hope into reality.

COURAGE

Courage is a core value for our church school because God asks us to be brave in the face of hardship. The book of Joshua reminds us to stand against injustice and to be the best we can be when things are difficult.

At our school, we have courage to stand by our beliefs and are committed to what is right and true.

Curriculum Intent

At Shrivenham CE Primary School we aim to make every day full of wonder, excitement, challenge and fun, equipping today's children for tomorrow's world.

Every child at Shrivenham is recognised and valued as a unique individual. We celebrate and welcome differences within our school community. The ability to learn is underpinned by the teaching of basic skills, knowledge, concepts and making connections. We constantly provide opportunities for the children to develop as independent, confident, successful learners with high aspirations who know how to make a positive contribution to their community and the wider society. There is a high focus on developing children's moral, spiritual, social and cultural understanding (including British Values) alongside physical development, well-being and mental health. The school provides a highly inclusive environment where learners enjoy their education and pupils at all levels are helped to achieve their potential.

The school's curriculum development is carefully designed to ensure coverage and progression. It provides pupils with memorable experiences, in addition to diverse and rich opportunities from which children can learn and develop a range of transferable skills. The children's own community, its heritage and traditions are frequently used as a starting point for engaging interest. A primary focus of our curriculum is to raise aspirations, engender a sense of personal pride in achievement, and providing a purpose and relevance for learning. Community interaction is an essential part of our curriculum and values the chance to involve and be involved. Children are given a wide range of opportunities to take an active role in events throughout the year including sporting and artistic activities. Children leave the school with a sense of belonging to a tightly knit community where they have the confidence and skills to make decisions, learn from mistakes, self-evaluate, make connections and become lifelong learners

'All things are possible for one who believes'

1. Aims

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

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 Jude Scutt (Headteacher) via office@shr.cambrianlt.org 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
- 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, 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
- Avoiding different uniform requirements for extra-curricular activities

- 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

See Appendix A (below)

4.2 Where to purchase it

Second Hand Uniform sales occur regularly throughout the year and Sustainable Shrivenham also run an children's clothing exchange once per month where Shrivenham school uniform is available.

If you need second hand uniform at any point in the year, please contact the school office at: office@shr.faringdonlearningtrust.org who will be able to help provide this.

Uniform is also available from any local supermarket or high-street retailer (we do not insist on branded logos) or items with the school logo can be purchased from:

[PMG Schoolwear online](#), over the telephone 01895 809321 or in person at the shop located in Faringdon: 8 Regal Way, Faringdon SN7 7BX

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
- 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)

Pupils are also expected to contact Jude Scutt (Headteacher) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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 Jude Scutt (Headteacher) 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.

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

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 the head of school if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Relational Policy.

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.

5.4 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 avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by Jude Scutt (Headteacher) At every review, it will be approved by the Local Governing Body.

7. Links to other policies

This policy is linked to our:

- Relational policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

Appendix A - School Uniform

Wearing a uniform helps children feel part of our school community. It demonstrates a commonality and a respect for the institution within which the children belong. This can only be achieved if the below is adhered to - thank you for your support.

School Uniform:

- Royal blue sweatshirt/cardigan with or without the school logo
- White or blue polo shirt - **this is the same colour blue as the jumper - not pale blue**
- Grey trousers / shorts / dress / skirts / culottes
- Blue and white gingham dress for (late spring/summer)
- Plain white / black / grey socks
- Black shoes
- Shrivenham blue fleece - only to be worn outside - this is not as a replacement for a jumper or a cardigan



PE Kit:

- Plain black or navy shorts / skorts / leggings
- White T-Shirt
- Black leggings or joggers
- Trainers
- Logos should be small and minimal
- Optional school logo Navy Hoody or black/navy hoody
- Earrings must be removed or covered by tape
- Long hair must be tied back.



Swimming:

Appropriate swimwear should be worn including:

- One-piece swimming costumes, swimming shorts and swimming hats.
- Goggles may be worn (with completed permission slip).

No bikinis or over-sized shorts allowed

Please ensure all items are clearly named. www.easy2name.com produce a variety of labels for school uniform and personal belongings

Jewellery:

- One pair of Silver or Gold ear-studs in the lobe only - no hoops
- Make-up and nail varnish are not permitted at school.
- Simple watch on the wrist that does not include apps, camera, games, etc

Hair cut/ style:

- Hair should be of natural colour- dyes and highlights are not permitted
- Style and cut should be appropriate for school- shaved patterns and Mohicans are not permitted
- We champion the Halo Code - please see below
- The hijab, turban or kippah may be worn

The Halo Code

Shrivenham CE Primary School champions the right of staff and pupils to embrace all Afro- hairstyles. We acknowledge that Afro-textured hair is an important part of our Black employees' and pupils racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We celebrate Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

At Shrivenham CE Primary, we recognise and celebrate our colleagues' and pupils' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on an employees or pupils ability to succeed.

1. Race-based hair discrimination is illegal under the Equalities Act 2010. Workplaces such as schools have the right to enforce a dress code as long as it is fair and does not unduly discriminate against any staff and pupils. Policies and practices that prohibit hairstyles which are primarily used to maintain Afro-textured hair can lead to indirect discrimination.

2. The Halo Code focuses on hair textures and styles most commonly associated with the Black community. The term Black has historically been used as a racial and political label. Here, we use it to refer to members of the African diaspora, including those with mixed heritage, who as a result of their ancestry have Afro-textured hair.

3. The Halo Code is a gender neutral policy.

4. In order to embody the spirit of The Halo Code, all staff are encouraged to familiarise themselves with different Afro-textured hairstyles and their cultural significance, and to avoid labelling Afro-textured hair with terms such as messy, unprofessional, or inappropriate.

5. The Halo Code does not prevent workplaces from issuing additional guidance around Afro-texture hair and protective styles if applied consistently across all students and staff, including:

- That head wraps and scarves should reflect other elements of the uniform code such as the school colours.
- That hair be tied up for health and safety reasons, such as during sports, science labs, or to avoid trip hazards.
- That hair colour is reflective of wider school uniform policy.