



Including local arrangements in annexes for:

**JOHN RANKIN SCHOOLS**

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## Aims

The aim of this policy is to ensure that our expectations:

- A. Do not impose unreasonable cost on families and constitute best value.
- B. Are not discriminatory, in line with our legal duties under the Equality Act 2010

Schools are strongly encouraged to have a uniform but the Department for Education (DfE) can play a key role in:

- Promoting the ethos of a school
- Providing a sense of belonging and identity
- Setting an appropriate tone for education

This policy confirms Maiden Erlegh Trust's expectations for school uniform and standards of appearance. In summary:

- Our mainstream and special schools will have uniforms
- Our sixth forms have dress codes
- Alternative Provision settings may have uniforms
- All settings will have expectations of personal appearance

## Principles

### **A. Limiting the cost of school uniform and providing best value**

All schools will follow the following principles in order to limit costs and provide best value:

- Carefully considering whether any items with distinctive characteristics and/or branding are necessary (e.g.: no more than two branded items and a single school tie requirement).
- Ensuring that all other items can be found easily on the high-street and/or in supermarkets.
- Being clear about our expectations so that parents do not mistakenly purchase items which contravene them.
- 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/students could wear on non-school days, such as coats, bags, and shoes.
- Keeping the number of optional branded items to a minimum (e.g.: sports kit, bags) so that the school's uniform can act as a social leveller.
- Avoiding different uniform requirements for different year/class/house groups.
- Having clear arrangements for parents to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications.

- Consulting with parents and pupil/students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy (through the Complaints Policy).

## **B. Meeting our legal duties under the Equality Act 2010**

To avoid discrimination, our schools will:

- Avoid listing uniform items based on sex, to give all pupils/students the opportunity to wear the uniform in which they feel most comfortable.
- Ensure that our uniform costs the same for all pupils/students in the same phase within a school.
- Ensure that expectations of personal appearance are age-appropriate and do not present a barrier to responsible cultural/religious expression (eg: we will set limits with regard to piercings, for safety and context purposes, but will work with parents and pupils/students where there are religious or cultural implications).
- Require pupil/students to tie back long hair in contexts where it is safer to do so (eg: in laboratories, workshops and for PE etc).
- Facilitate pupils/students wearing headscarves and other religious or cultural clothing and accessories. Where possible these should be in school or neutral colours (including appropriate sports/swimwear).
- Consider other adaptations to our policy on the grounds of equality by asking pupils/students or parents to get in touch with their school's Headteacher, who can answer questions about the policy and respond to any requests.

### Expectations for school uniform

Each school will determine the specific requirements of its uniform taking the following into consideration:

- The socio-economic status of your school community.
- Pupil demographics.
- Uniform of expectations in other schools in the Trust.
- Views of stakeholders.
- Which items are only required in specific circumstances or at certain times of the year.

### Transparency

Each school will publish the following on its website:

- The specific expectations for their school uniform and personal appearance, including how it can be adapted for religious/cultural reasons.
- Where parents can obtain the uniform, including where items are only available from a specific retailer or can be bought more widely, e.g., from 'high-street' retailers
- Information about how to purchase second-hand uniform.

- The outcome of any consultations and actions taken.
- Who to contact with any questions about school uniform, personal appearance and how the school is implementing expectations in school.

Each school will pro-actively communicate any changes to parents and pupils/students.

## Expectations for our school community

### Pupils/Students

Pupils/students are expected to wear the stated uniform correctly 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 (unless informed in writing that this is not required).

### Parents and carers

Parents are expected to ensure 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 ensure their child maintains the stated standards of personal appearance (e.g.: if their child has additional piercings, they remove them before coming to school, even if the piercing is recent).

## Requesting amendments

Parents and/or pupils/students must contact their school's Headteacher or Head of School in writing if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics.
- The cost of the uniform.

Any complaints or objections relating to their child's school uniform should be made through the Complaints Policy.

## Staff

Staff will closely monitor pupils/students to make sure they are in correct uniform and have the stated standards of personal appearance.

The school will endeavour to support pupils/students and families who breach the uniform policy initially and give them the opportunity to comply in a timely way.

Ongoing breaches of the uniform policy will be dealt with through the Behaviour Policy, however.

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

## Governance

The Trust Board will review this policy and make sure that it complies with [DfE School uniforms: guidance for schools](#) (2021) and Equality Act 2010 and the DfE guidance for schools: [Equality Act 2010: advice for schools - GOV.UK \(www.gov.uk\)](#)

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.

The Local Advisory Board will review this policy and make sure that it:

- Is appropriate for their school's context.
- Is implemented fairly across the school.
- Takes into account the views of parents and pupils/students.
- Offers a uniform and personal appearance expectations that are appropriate, practical, and safe for all pupils/students.

## Monitoring arrangements

This policy will be reviewed every five years by the Trust Board (or earlier if one or more schools proposes significant changes). At every review, it will be approved by the Culture and Environment Trust Committee.

### Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaint's policy

# ANNEX 1: UNIFORM EXPECTATIONS FOR JOHN RANKIN SCHOOLS

Our school uniform imbues children with a sense of pride and belonging. The school colours are royal blue and grey and the school logo was designed by our pupils. All children are expected to wear school uniform, and we are grateful for your ongoing support in this matter.



**Boys** wear grey shorts or in cold weather, long trousers, a white polo shirt and at the Juniors, a shirt, optional tie and sweatshirt.

**Girls** wear grey skirts, smart trousers or pinafore dresses with a white polo shirt and at the Juniors a shirt, optional tie and sweatshirt or cardigan.

Shoes should be black and socks/tights grey or white. Girls may wear blue and white checked dresses in the summer.

**OPAL Play** We suggest that all children have a change of clothes, in case of needing to change following OPAL playtimes.

**Forest School** All children will need wellies and waterproof coat and trousers for taking part in Forest School.

We recommend that children bring a book bag or rucksack to school. These are helpful for transporting books and schoolwork to and from school.

All school uniform with a logo on it can be purchased from Skoolkit, which is situated in Parkway in Newbury town centre. Alternatively, you can order from their website [skoolkit.co.uk](http://skoolkit.co.uk)

All other uniform without a logo can be purchased from supermarkets or other school uniform suppliers at a reasonable cost.

Please make sure that all of your child's school clothing, including coat and outdoor clothing, is **clearly named**. This enables us to reunite items of 'Lost Property' with their owners!

**P.E.** Children require a pair of navy shorts, a white t-shirt and a pair of trainers for outdoor P.E.

In FS2 where children are working towards their 'Managing Self' Early Learning Goal, they will bring P.E kit into school and change in the classroom. From Year 1 onwards, your child will wear their P.E. kit to school on their P.E day.

**Jewellery** The only jewellery to be worn is a watch. No bracelets, ankle bracelets, rings etc. are allowed. Earrings should be studs which will have to be removed or taped over for P.E./Games. Please provide micropore tape which can be kept in your child's school bag. Makeup, dyed hair, 'extreme' haircuts, nail varnish and braids are **not** part of the school uniform and are not permitted.

**Our PTFA sell a wide variety of second-hand uniform. Please email [johnrankinuniformrequests@gmail.com](mailto:johnrankinuniformrequests@gmail.com) with the items and sizes you require, and the PTFA will respond as soon as possible.**