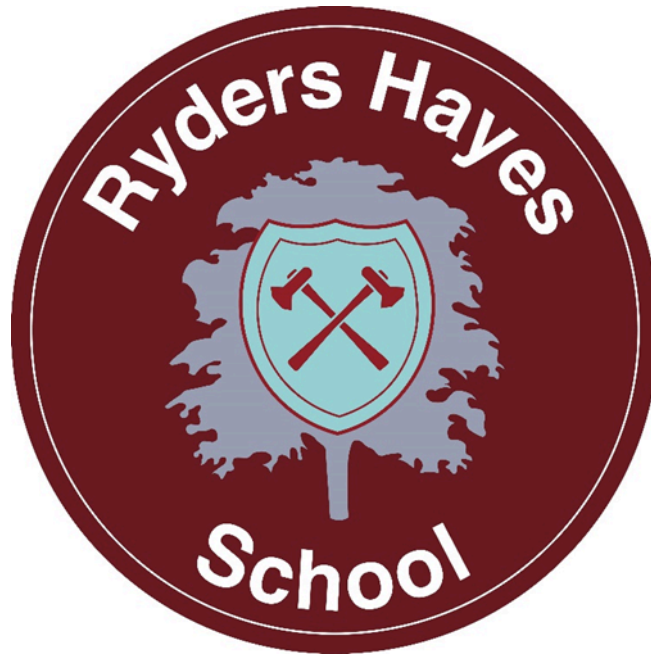


Ryders Hayes School

A Primary Learning Academy



School Uniform Policy 2024

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Mission: At Ryders Hayes School, children and staff will strive to:

'Do the right thing to be the best you can be'... 

Vision: *To nurture and facilitate the growth of our pupils and their learning; equipping them with the skills and attributes to embrace the challenges of a rapidly changing world. To enjoy success for today and be prepared for tomorrow, by instilling the values of:*

Character: *qualities of the individual essential for being personally effective in a complex world including: grit, tenacity, perseverance, resilience, independence, reliability and honesty.*

Citizenship: *upholding British Values, thinking like global citizens, considering global issues based on deep understanding of diverse values with genuine interest in engaging with others to solve complex problems that impact human and environmental sustainability*

Collaboration: *the capacity to work interdependently and synergistically in teams with strong interpersonal and team-related skills including effective management of team dynamics, making substantive decisions together, and learning from and contributing to the learning of others.*

Communication: *entailing mastery of three fluencies: digital, writing and speaking tailored for a range of audiences, through early, high-quality back and forth interaction.*

Creativity: *having an 'entrepreneurial eye' for economic and social opportunities, asking the right questions to generate novel ideas and explore possibilities, demonstrating leadership to pursue those ideas into practice.*

Critical Thinking: *critically evaluating information and arguments, reflecting upon them, seeing patterns and connections, constructing meaningful knowledge and applying it in the real world.*

Ryders Hayes is a Gold Rights Respecting School and as such strongly believes in and promotes the United Nations Convention on the Rights of the Child. All our policies exemplify these rights and our practise aims to ensure that the following rights are adhered to.

Article 3: The best interests of the child must be a top priority in all things that affect children.

Article 12: Every child has the right to have a say in all matters affecting them, and to have their views taken seriously.

Article 13: Every child must be free to say what they think and seek and receive all kinds of information, as long as it is within the law.

Article 14: Every child has the right to think and believe what they want and to practice their religion, as long as they are not stopping other people from enjoying their rights. Governments must respect the rights of parents to give their children information about this right.

Article 19: Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.

Article 28: Every child has the right to an education. Primary education must be free. Secondary education must be available for every child. Discipline in schools must respect children's dignity. Richer countries must help poorer countries achieve this.

Article 29: Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and their environment.

Article 30: Every child has the right to learn and use the language, customs and religion of their family, regardless of whether these are shared by the majority of the people in the country where they live.

Article 36: Governments must protect children from all other forms of bad treatment.

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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, whilst balancing the importance of our uniform in creating a shared school identity, and sense of pride in our school.
- 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 our Deputy Head Teacher or Wellbeing and Safeguarding Leader via the School Office, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Ryders Hayes believes strongly that our uniform is an external symbol of our vision and values. Children wear their uniform with pride; it fosters a sense of belonging; it is a social 'leveller', and prepares our children for the work of work, where a dress code is often required. We support any family experiencing significant financial hardship and ensure that any non-generic items are good value for money, supporting parents and avoiding pressure from their children to purchase designer-wear for school.

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. The school maroon colour stipulated for items is widely available where parents have the option to purchase a non-school logo item, which meets the school's expectations.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers
- Prevents social exclusion, by avoiding the opportunity for children to bring expensive 'designer wear' to school.

We will do this by:

- Carefully considering which items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics wherever possible, for example, by only asking that the sweatshirt features the school logo, (other items optional logo/non-logo to suit parent and child preferences)
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties (which are made from 100% recycled plastic and support sustainability)
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes to feature logos.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler (coat, bag and PE hoodie only).
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Providing alternative methods for signalling differences in groups for inter school competitions, such as use of school sports bibs/sashes etc
- Making sure that arrangements are in place for parents to acquire recycled uniform items, as well as providing financial support to families experiencing financial hardship, according to their individual circumstances, under the direction of our Wellbeing and Safeguarding Leader.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes. There are no plans to change the uniform in the foreseeable future.
- 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:

- A sweatshirt bearing the school logo is required, along with a school tie (recycled from plastic and chosen by our School Council)

- The school coat, bag, hoodie and PE shorts have been sourced to provide very good value for money across a range of suppliers. They can be purchased with or without the school logo – shorts have no logo. No school logo coat and bag must be of a similar size to the school log uniform items to ensure the coat and bag fit in the specific school lockers. Non-school logo coat and bag must be plain without any embellishment, patterns, logos or accessories i.e. fur collars, metal buckles and belts, this is not an exhaustive list, (See Appendix 1). A beanie hat is also available for winter months and a summer cap due to demand **but they are not required.**
- Generic items, non-branded include: grey trousers, skirts, shorts, pinafore; grey or white socks, blue shirts for KS1 and 2, Blue polo shirts for EYFS, hoodies and joggers, blue summer dresses, white P.E. top and swim wear, black pumps, trainers, (with individual hats, scarves and gloves allowed). Black pumps are required to be kept in school as indoor footwear (unless medical exemption) if children are arriving at school in their PE Kit.
- Jewellery is not part of our school uniform. A wrist watch may be worn and a pair of plain earring studs, although these should be removed on the days your child does PE.
- Nail varnish is not allowed and pupils who wish to wear functional small hair tie-backs, ribbons and bands should wear these in school colours (blue or maroon.) School does not allow extreme hair styles (see Appendix 2).
- As a school we took the decision some years ago to provide each pupil from Year1 to Year 6 with a locker. This was to improve our health and safety and reduce fire risks and trip hazards in our corridors due to lack of space and no cloakrooms. Because of this, there is an expectation that all pupils will have a 'school bag and coat'. These were sourced, with best value and affordability in mind, giving parents options from 3 local suppliers (including on-line availability) and have proved to be of good quality, durable and hard-wearing. They are provided in school colours and fit exactly into the lockers. There is no requirement for the items to bear the school logo (see Appendix 1 for current costs as of Autumn 2024)
- Some additional items will be required for school outdoor education, including overnight stays, but clothing for this will be everyday items which children should have at home eg wellies; pyjamas; waterproof coat etc.

4.2 Where to purchase it

- Parents and carers can obtain most of the basic uniform very inexpensively directly from supermarkets or on-line, with specific items from 3 main high-street retailers – all specified in Annex 1
- Information about recycled uniforms, for example:
 - Recycled uniform /Nearly-new uniform can be exchanged and shared at Summer Term parents' evenings in the school hall for which there will be no charge, and at intervals throughout the school calendar.
 - Recycled uniforms/nearly-new uniforms are available at the school's main entrance for parents to take at their discretion.

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

- Traveling 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 The Deputy Head Teacher 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 (Coats and bags are allowed to have a clip on toggle/pull to distinguish their items from those of their peers).
- In good condition

Parents are also expected to contact the Deputy Head of School, via the School Office if they want to request any variation to the uniform policy in relation to:

- Their child's protected characteristics
- Support with the cost of the uniform (for which there is a 6-month loan system and support for those in financial hardship)

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 the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the Senior Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with through the School's Behaviour for Learning Policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will always take a mindful and considerate approach to resolving the situation (see Section 3).

5.4 Board

The Local 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 every 3 years by the Head of School. At every review, it will be approved by the Local Governing Board.

7. Links to other policies

This policy is linked to our:

- Behaviour for Learning policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

APPENDIX 1



Uniform:	A&J	Clive Mark	Crested	School	Supermarket
Maroon Cardigans with school logo,	£13.95	£18.49	£13.99	-	-
Maroon Jumpers with V-neck and school logo,	£12.85	£14.99	£12.99	-	-
Maroon Fleece (Logo)	£15.50	£15.49	-	-	-
Grey skirt (flared or pleated)	-	£18.49	£8.99	-	£6.00 (twin pack)
Girls Trousers	-	£20.99	£12.99	-	£7.00 (twin pack)
Boys Mid Grey Trousers – Tailored,	-	£20.99	£11.99 - £13.99	-	£7.00 (twin pack)
Grey pinafore dresses,	-	-	£13.99	-	£10.00 (twin pack)
Blue shirt,	£13.50 (twin pack)	£15.99	£14.50 (twin pack)	-	£5.50 (twin pack)
Blue Polo Shirt (reception)	£5.95	-	£4.99	-	£3.00 (twin pack)
School tie (clip-on)	-	-	-	£4.25	-
School tie (wrap over)	£5.50	£8.49	£5.25	£3.25	-
school tie (elastic)	£5.25	-	£4.75	-	-
Black flat shoes (no trainers),	-	from £22.99	-	-	£15.00
Maroon Winter coat with school logo.	£25.95 - £27.95	£31.49	£23.99	-	-
Maroon Winter plain coat without logo (ref. point 4.1)	£23.00	-	£21.99	-	-
School Bag (Junior) with school logo	£10.95	£15.49	£13.49	-	-
School Bag (Junior) without logo (ref. point 4.1)	-	-	£11.99	-	-
School Bag (Infant)	-	£14.49	-	-	-
Blue gingham dresses (summer dress),	-	-	-	-	£10 (twin pack)
Mid Grey shorts (boys)	-	-	£11.99	-	£4.00 (twin pack)
Logo Beanie Hat	-	-	-	£5.00	-
Grey Socks	-	-	£3.25 (pack of 3)	-	£3.00 (pack of 5)
White Socks	-	-	-	-	£3.00 (pack of 5)

PE Uniform	A&J	Clive Mark	Crested	School	Supermarket
PE Hoodie (Logo)	£14.75	£13.49	£14.99	-	-
Plain Navy Hoody	-	-	-	-	£6.00
Navy Joggers	£8.85	-	£10.99	-	£9.00
White T Shirt	£5.95	-	£5.99	-	£8.00 (3 pack)
Maroon Shorts	£6.25	£5.49	£5.49	-	£3.00 (twin pack)
Black Pumps	£5.95	-	£6.49	-	£3.50
Trainers	-	-	-	-	£9.00

APPENDIX 2

Suitable Hairstyles at Ryders Hayes School/Earrings

Hairstyles

In line with the aims of our School Uniform Policy and School Vision, we insist upon high standards of uniform and appearance, so that children are encouraged to take pride in representing Ryders Hayes and in turn, develop important personal standards in preparation for the world of work and their future lives.

Our requirements are as follows:

- Hair which is below shoulder length should be tied back at all times with a school-colour bobble/scrunchy or band as appropriate.
Hair accessories to be kept to a minimum.
- Styles should not incorporate tramlines or shaved patterns
- Pupils should not have their hair braided or plaited with ribbons/threads or brightly coloured braids - school colours only
- Pupils should not wear beads in their hair
- No pupil should have coloured* or permed* hair

**Children under the age of 16 should never be offered any hair colour, perm or foils service, including initial allergy testing.*

The reason is that all legal colouring products used in the UK are labelled as "not intended for use on persons under the age of 16".

You will not be covered for insurance if anything goes wrong.

If that were not reason enough, children can often be more sensitive to the chemicals in colour than adults. If a child has the potential to develop allergies (and this can come back to their individual genetic make-up), exposure at an early age may increase their allergic sensitivity earlier.

Earrings

A single pair of plain metal studs worn in the ear lobes - no other piercings