Kirtlington
C.E. School

School uniform policy

Reviewed and approved by: FGB

Policy Reviewed: July 2025

Future Review: July 2026

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Kyla Bates, headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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: for example, by making logoed polo shirts and sweatshirts optional
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

School uniform is required from Reception to Year 6. It consists of the following:

- red sweatshirt / red cardigan with school logo (from MyClothing)
- white polo shirt (optional: white polo shirt with logo from MyClothing)
- grey or black trousers / skirts in winter or grey or black smart shorts / skirts in summer
- Optional: red checked summer dress or short playsuit
- white, grey or black socks

- grey, black or red tights
- black shoes (no trainers).
- wellies and trainers for use at playtimes
- waterproof all-in-one or jacket and trousers (Rowan Class only)
- Optional: branded red fleece available from MyClothing. Note: this is additional to, not instead of, a jumper.

Long hair should be tied back with simple hair bands or ties, preferably in red, black or grey.

No clothing with logos (e.g., Nike or Adidas) is allowed.

Footwear

All children must have a pair of suitable black school shoes. Trainers are NOT part of our school uniform. We also insist on the wearing of wellington boots or a change of footwear in wet weather, so that children can make use of the school grounds during playtime.

PE Kit

In addition to the school uniform, your child will require suitable clothing for physical education:

- red t-shirt/polo shirt (optional: logo version available from MyClothing)
- red sweatshirt (optional: logo version available from MyClothing)
- black jogging bottoms/leggings in winter and black shorts, in summer
- unbranded trainers

No logos (e.g. Nike or Adidas).

Swimming Kit (Y5/6)

- swimming trunks or costume
- swimming hat (available from the school for 50p)
- large towel

NB Goggles are only permitted with parental consent. Please contact the office for a form.

A letter will be sent out to confirm when your child will need a swimming kit.

Forest School Kit

The children need warm, waterproof clothes for outings into the forest:

- waterproof trousers and coat
- wellington boots or walking boots

- long trousers and long-sleeved tops, regardless of the weather
- if cold, a hat and gloves, thermals (optional)
- a water bottle

On Forest School days, children may come to school in their Forest School clothes. They should bring a change of clothes if attending after school clubs.

Jewellery / accessories

The wearing of simple studs in pierced ears is permitted. However, it is an Oxfordshire County Council Health and Safety recommendation that no jewellery is allowed to be worn when participating in a PE activity at school; this applies to the wearing of sleepers or studs in pierced ears – if children are to have their ears pierced, please ensure it is done at the beginning of the school summer holiday. Children must be able to remove their studs themselves.

Watches are permitted, however smart watches must be in 'do not disturb' mode during school hours and only used for telling the time.

Neck chains, rings, pendants, bracelets (including snap bands and charity wristbands) and brooches are not permitted. This also includes large hair ornaments and clips.

Nail polish is not allowed.

If any child is required by religion to wear a particular item this must be agreed by the headteacher.

Other items

Children should have a book bag (available through MyClothing) or small rucksack.

Coats, bags, outdoor trainers and wellington boots should be appropriate for school, but otherwise can fit with a child / family's preferences.

4.2 Where to purchase it

All items with the school logo can be purchased through My Clothing School Uniform Service.

All uniform, unbranded, can also be purchased from high street retailers.

Kirtlington School Friends run regular second-hand uniform sales which are promoted through the school newsletter.

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 Kyla Bates, headteacher / SENCo, 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/carers are also expected to contact Kyla Bates, 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/carers 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/carers to arrive at a mutually acceptable outcome.

If there is a valid reason why a child will not be in correct school uniform at short notice parents / carers should inform the office prior to the start of the school day.

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 headteacher if the situation doesn't improve. Parents will be notified by a pink uniform slip where there has been a uniform issue.

Ongoing breaches of our uniform policy will be dealt with by inviting parents / carers to a meeting with the headteacher in order to reach a resolution.

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/carers 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. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

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