

MOSAIC SCHOOLS LEARNING TRUST



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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:

January 2025

Date of Next Review:

January 2027

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:

- Uniform unites the school. When pupils put on their Unicorn uniform, they make a commitment to be part of the school community and follow our rules and expectations; therefore promoting the ethos of our school.
- Uniforms reduce distractions. At school children are developing their knowledge, skills and understanding across our Unicorn curriculum. When pupils are allowed to wear their own clothing, there is the potential to focus on, and indeed worry about, what they are wearing 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 are designed to suit school life; comfortable and practical in order to suit the range of activities across the school day. Pupils look neat and ready to learn, setting an appropriate tone for education.

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, and limiting these as far as possible. At our school, the only compulsory items of uniform with a logo are the sweatshirt, fleece or cardigan. Polo-shirts and the coloured, team PE t-shirts, are available with the logo, but plain alternatives are equally acceptable. Some other optional items also have the school logo on them.
- 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 groups.
- Ensuring that siblings are all placed in the same school team so that PE t-shirts 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 F.U.N (Friends of Unicorn) our PTA.
- 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

There may be good reasons why a child is not wearing school uniform. In this case, parents/carers should share the reasons with the class teacher or a senior leader, by email or through their child's contact book. We 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. We understand that your child may have physical and/or sensory needs which may mean that they need an adaptation to the stated uniform items. 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 or concerns.

Persistent and defiant non-compliance with the policy without good reason will result in an appropriate action or consequence. Parents may be contacted and ask to bring the appropriate correct item of clothing in for their child to change into.

Occasionally pupils will be invited to come to school in 'non-uniform'; for example, on a charity/fundraising day; dressing up for an event such as 'World book Day' or when the school decides that school uniform is not appropriate e.g. for participation in a particular type of school trip. Parents and carers will be notified in advance of what is the revised dress code on these days and should assume if no notification is received, that normal uniform is expected to be worn.

Uniform Details (Please also see photograph examples attached as appendices)

Item	Logo
Grey knee length skirt, grey pinafore dress, grey trousers or grey knee length shorts.	No
Ocean blue sweatshirt, sweatshirt cardigan or fleece.	Yes
White polo shirt, white shirt or blouse	optional
Socks – ankle or knee length, white or grey.	No
Tights - grey	No
Shoes – <u>black all over</u>	No
Hair accessories should be small and either blue, black, clear or white.	No
Summer Term only- Blue/white checked/striped dress (optional)	No
PE Uniform – to be worn all day on timetabled days	
School team colour t-shirt *	optional
Shorts or joggers/leggings – plain dark blue/black/grey – not branded or team affiliated	no
Trainers	
Usual ocean blue sweatshirt, sweatshirt cardigan or fleece.	Yes
<i>Children will also wear their PE uniform for 'forest school' sessions, however on these occasions they must wear long trousers – joggers or leggings - and must have their long-sleeved top with them for health and safety reasons.</i>	

**Parents will be informed of their child's team colours on joining the school*

Items with logos can be purchased from the retailer: Graduates <https://graduates-schoolwear.co.uk>

All other items can be purchased from any retailer.

F.U.N, our PTA, hold regular 'pre-loved' uniform sales – including on taster sessions for parents of children starting in Reception the coming September; and will be offered to in-year admissions.

Outdoor clothing

Coats can be any colour but should be warm and water-proof. Winter hats, gloves, scarves must be named clearly as with all other items as they often go missing.

Please provide a named, sun-hat for your child when the weather makes it appropriate.

Footwear (Please also see photograph examples attached as appendices)

As stated in the list, pupils must wear closed-toed, **all black** plain shoes.

Soft 'Ugg – style' boots are not allowed and open-toed sandals should not be worn, even in the summer as they present a health and safety risk.

As part of their PE uniform, children may wear trainers of any colour as we do not expect you to buy separate school trainers however, please note that on all other days shoes must be all black.

Children may need wellingtons for some forest school sessions.

Hairstyles

Pupils' hair should be neatly groomed and tidy at all times. For safety and other reasons, long hair is better tied back and **must** be so for PE lessons. Children should not come to school with excessively large bows or accessories; permanent or temporary coloured hair; or have words cut into their hair.

Fingernail Polish or Make-Up

Unicorn children are not allowed to wear fingernail polish, false nails or other types of make-up – except on dressing up days or for shows.

(If your child had their nails painted/hair styled for a special event and a late return home has prevented its removal, please let your child's teacher know via their contact book; we will expect it to be removed as soon as possible)

Jewellery/Accessories

Children may wear a watch (with no sound effects, cameras or games); smart watches are not permitted.

Pupils may also wear one pair of small earrings – studs, or hoops no bigger than their lobe. No attached dangles please.

All earrings must be removed for PE by the child or taken out at home. If the child is unable to remove the earrings, they will have to 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.

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

Jewellery worn for religious reasons must be discussed with a senior leader and actions to be taken with regards to safety at school, especially in PE lessons, identified. This only applies to items that must be worn and not those that are a choice or preference.

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 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 and help children to understand the purpose and reasons why our uniform is important. They will give any pupils and families breaching the uniform policy the opportunity to rectify this, but will follow up with a senior leader 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 – ensuring that their choice of clothing and footwear is appropriate, practical and safe.

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

Appendices

- Visual examples of uniform expectations can be found on our website in the parents section under school uniform