



# Uniform Policy

<b>Approved by:</b>	Headteacher	<b>Date:</b> September 2024
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## Introduction

At Willow Bank School, we believe that a school uniform plays a key role in promoting a sense of pride, belonging, and equality among all our pupils. Our policy ensures pupils are dressed appropriately for the school environment, minimising distractions, and maintaining a focus on learning.

Our uniform policy ensures that discrimination is avoided in line with our legal duties under the Equality Act 2010. To avoid discrimination, we will:

- Ensure our uniform costs are as reasonable as possible
- give all pupils the opportunity to wear the uniform they are most comfortable in or that most reflects their self-identified gender.
- allow all pupils to have long hair if desired and style it in a way that is appropriate for school yet makes them feels most comfortable (though we reserve the right to ask for long hair to be tied back).
- Allow pupils to wear headwear and other religious or cultural symbols
- Avoid frequent changes to uniform specification to minimise the financial impact for parents and carers.

## The Role of the Headteacher and Governors

### The Role of the Headteacher

- The Headteacher will ensure the uniform policy is implemented on a day to day basis and ensure all issues of non-compliance are dealt with in line with school policies on pupil behaviour and discipline

### The Role of Governors

- The Governing Body follows DfE Guidance, November 2021 with regards to setting uniform policy.
- The Governing Body considers human rights, equality and discrimination when setting uniform policy and their obligation not to discriminate unlawfully. Due to the individual needs of pupils, there are adaptations to uniform to support M&H, sensory needs, physical needs, medical needs etc. This may relate to fastenings, style, configuration but should adhere to the school colours. Pupils at our school will not receive sanctions as a result of not adhering to the policy unless this is wilful disregard. Children's attendance and curriculum will not be impacted as a result of non-compliance with the policy.
- The Governing Body supports the Headteacher in implementing the uniform policy and liaises with the Headteacher to ensure that the policy is implemented fairly and with sensitivity.
- The Governing Body places high priority to cost consideration when deciding uniform policy and with this in mind have kept compulsory branded items to a minimum. We complete a best value exercise to calculate an approximate cost.

## The Role of Parents/Carers

We ask all parents/carers to support our uniform policy by sending their child to school dressed in the correct uniform and that it is clean and in good repair.

If any parents/carers would like the school to modify the uniform policy to meet the needs of any individual pupil to accommodate any protected characteristic under the Equality Act 2010, they should make representation to the Headteacher.

## Uniform Requirements

All pupils are expected to wear the following uniform during school hours, on school trips (unless otherwise specified), and when representing the school at events:

- **Trousers/Shorts/Skirt/Pinafore:** Black tailored trousers, shorts, skirt or pinafore (knee length).
- **Shirt/Blouse/ Polo:** White collared shirt, blouse or polo shirt.
- **Jumper/Cardigan:** Navy blue Hooded jumper or cardigan, the school logo (logo and hood optional).
- **Socks/Tights:** Dark socks or tights. White sock may be worn if preferred.
- **Footwear:** Flat black shoes or trainers (any white or coloured footwear, backless and/or open-toe sandals/shoes are not permitted).

## PE Kit Requirements

- **Top:** White polo or sports t-shirt
- **Bottoms:** Black shorts, or sports trousers.
- **Footwear:** Suitable sports trainers/football boots.
- **Additional:** Black or navy sweatshirt for colder weather (optional).

## General Expectations

- **Jewellery:** Only a wristwatch and small stud earrings are permitted. All jewellery must be removed during PE lessons for safety reasons.
- **Makeup:** Minimal makeup is allowed for older pupils (Key Stage 3 and above) but should be discreet.
- **Hair:** Hair should be styled in a way that is comfortable for pupils and appropriate for school. Extreme hairstyles are not permitted.
- **Headwear:** Pupils can wear headscarves and other religious or cultural symbols.
- **Outerwear:** Coats, jackets, hats, and caps may be worn to and from school but must be removed inside the building.

## Where to Purchase

Uniform can be obtained from a number of stockists. Branded items can be bought from JayMax Uniform Shop Ltd, 91-93 Church Street, St Helens. Non branded items can be bought more widely from most high street retailers.

Second-hand uniform can be purchased from school dependant on availability, please contact the school for prices and sizes.

## Non-Compliance

Failure to adhere to the school uniform policy may result in the following actions:

1. A verbal reminder and request to correct the uniform where possible.
2. Contacting parents and/or carers to resolve uniform issues.
3. For repeated non-compliance, appropriate sanctions may be applied in line with the school's behaviour policy.

## Policy Review

This policy will be reviewed bi-annually to ensure it meets the needs of the school community and adheres to government guidelines.