



# LIPSON VALE PRIMARY SCHOOL

# Uniform Policy



INVESTOR IN PEOPLE



# Lipson Vale Primary School - Uniform Policy

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Contents	Page
A. Standards of Dress for Pupils	3
1. Introduction	3
2. Aims	3
3. The role of parents/carers	3
4. The role of governors	4
5. Sanctions	5
6. Jewellery	5
7. Make-up	5
8. Hair	6
9. Footwear	6
10. Acceptable uniform list	6
11. Buying uniform	8
12. Mufti-days	9
13. Monitoring and review	9
14. Links to other policies	9
B. Standards of Dress for Staff	9
1. Introduction	9
2. Identification Badges	9
3. Appropriate and inappropriate clothing	9
4. Uniforms	11
5. High Profile Situations	11
6. Personal Hygiene	11
7. Variation of Policy due to Religion/Culture	11
8. Implementing the 'standards of dress for pupils' policy	11

Appendix A: Religious clothing summary

## A. Standards of Dress for Pupils

### 1. Introduction

It is the school policy that all children should wear school uniform when attending school or when taking part in a school event outside of normal school hours.

For a complete list of the items that children need to wear, please see page 6.

This policy follows guidance from the government and local authority. It is sensitive to the needs and beliefs of the whole community. The school has considered its duty under the Human Rights Act 1998 and will act fairly and reasonably.

### 2. Aims

This policy is based on the belief that school uniform:

- Promotes a sense of pride in our school
- Creates in the children a sense of community and belonging
- Supports positive behaviour and good discipline
- Is practical and smart
- Identifies the children with the school
- Prevents children from coming to school in fashion or designer label clothes that could be both distracting in class and create a sense of competition
- Makes children feel equal to their peers in terms of appearance
- Is regarded as suitable and good value for money by most parents
- Can help to promote a safe and healthy environment

### 3. The role of parents/carers

In this document, the word 'parent' refers to parents, guardians and carers of children.

We ask all parents who send their children to Lipson Vale Primary School to support our school uniform policy. We believe that parents have a duty to send their children to school correctly dressed and ready for their daily school work and will be held accountable for this. This is reinforced in the home school agreement.

It is the responsibility of parents to ensure that:

- their child comes to school wearing the correct uniform
- the uniform is clean and in good repair
- the uniform is clearly marked/labelled with the child's name

### **Requesting a uniform change or amendment**

If any parent would like the school to alter or change the school uniform policy for their child they should speak with the head teacher or put their request in writing (see also section 6). Parents and carers are welcome to discuss their general views on school uniform at the Parent Voice meetings. Parents can also discuss their individual concerns, with our school Parent Support Advisor (Elaine Bromhead).

### **Religion**

The school welcomes children from all backgrounds and faith communities. If there are serious reasons, for example, religious grounds, why parents would want their child to wear clothes that differ from the school uniform, the school will look sympathetically on such requests. This includes the wearing of jewellery for faith reasons. Religious guidance on school uniform is given in appendix A.

### **Disability**

Should an item of uniform prove problematic for a pupil with disabilities then parents are invited to draw this to the attention of the head teacher. The school will not treat pupils with disabilities unfavourably.

## **4. The role of governors**

The governing body supports the head teacher in putting the school uniform policy into practice. The governing body considers all representations from parents regarding the uniform policy and liaises with the head teacher to make sure that the policy is applied fairly and with sensitivity. It is the governors' responsibility to make sure that the school uniform meets all regulations concerning equal opportunities. Governors also make sure that this policy helps children to dress sensibly in clothing that is hardwearing, safe and practical.

## 5. Sanctions

If a child attends school wearing:

- make-up including nail varnish
- non-uniform items which are inappropriate
- inappropriate footwear
- an inappropriate hair style

they will initially be tactfully spoken to by the class teacher and requested to remedy the problem as soon as is practically possible. If the child continues to dress inappropriately, they will speak with the head teacher and parents will be contacted asking them to comply with the policy.

Children who attend school wearing inappropriate footwear (for reasons that have not been agreed with the head teacher), will be given alternative footwear for the school day (see section 9 on page 6).

## 6. Jewellery

Jewellery is considered to be any form of adornment to the body, which is not clothing. This includes items such as friendship bracelets, hair braids and rings. The exceptions to this rule are earrings (studs/rings, also known as sleepers- should be small in size and plain in colour); sensible wrist watches, small objects of religious significance, such as a crucifix on a chain or medical bands. Transfer tattoos are also unacceptable. Parents wishing their children to wear religious jewellery should request permission in writing (section 3).

Children should not wear any form of jewellery, except items listed above, in order to maintain their health and safety and to reinforce the school's 'look smart' ethos.

We ask the children to remove acceptable items of jewellery and watches during PE and games or cover earrings with a plaster to prevent injury. The school does not accept responsibility for these items once they have been removed. If the item is not removed the child will not take part in the activity if it is deemed unsafe to do so.

## 7. Make-up

Make-up is not suitable for school. Nail varnish in particular should be removed for health and safety reasons in some cases permission will be sought from parents to do this in school.

## 8. Hair

Girls and boys with hair long enough are required to tie it back. This is for health and safety reasons, particularly to prevent the spread of nits; to keep hair out of eyes and to look smart, ready for school.

As part of our **look smart** culture, hair extensions, some fashion-trend hair styles (for example a Mohican style or where patterns/writing have been shaved into the hair), unnatural colouring eg: orange, pink, green etc., and accessories (including large decorations and head scarves) are not suitable. Where hair is braided or beaded it will only be accepted if this is for specific reasons eg. Cultural/ religious etc.

\*Hair bows should be no bigger than the size of the child's clenched fist and should, ideally, be in school colours.

Hair **must** be tied up in P.E. / games and for cookery and DT lessons.

## 9. Footwear

The school wants all children to grow into healthy adults. The following footwear is not permitted. Footwear that:

- has platform soles
- has high heels
- has straps around the heel (clog or sandal style)
- has open toes
- are trainers
- is brightly coloured

We believe that it is dangerous for children to wear shoes that are not suitable for running around in the playground and which may cause accident or injury to the child or someone else. Trainers are also inappropriate for the school day and they are not in keeping with our **look smart** ethos.

If it is deemed necessary by the school, alternative footwear will be provided for the day (see section 5).

## 10. Acceptable uniform list

### Early Years children

Pupils in the early years' classes are encouraged to wear the green polo shirts (with LVPS logo). No ties are required. Polo shirts have fewer buttons and provide positive ways in which the school can promote independence skills.

### Girls (Foundation stage)

## Lipson Vale Primary School - Uniform Policy

- Green school polo shirt without tie **or** white shirt (not polo style), short or long sleeved with school tie
- Dark green jumper or cardigan with logo
- Green check dress for summer
- Grey pinafore dress, skirt or trousers
- White socks or dark tights
- Black shoes
- Baseball cap or legionnaire cap for summer

### **Boys (Foundation stage)**

- Green school polo shirt without tie **or** white shirt (not polo style), short or long sleeved with school tie
- Dark green jumper with logo
- Grey trousers
- Grey shorts for the summer
- White, black, grey or blue socks
- Black shoes
- Baseball cap or legionnaire cap for summer

### **Girls KS1 (Y1/Y2)**

- Grey pinafore dress, skirt or trousers
- Green school polo shirt without tie **or** white shirt (not polo style), short or long sleeved with school tie
- Dark green jumper or cardigan with logo
- Green check dress for summer or grey shorts
- White socks or dark tights
- Black shoes
- Baseball cap or legionnaire cap for the summer

### **Boys KS1 (Y1/Y2)**

- Grey trousers
- Grey shorts for the summer
- Green school polo shirt without tie **or** white shirt (not polo style), short or long sleeved with school tie
- Dark green jumper with logo
- White, black, grey or blue socks
- Black shoes
- Baseball cap or legionnaire cap for summer

### **Girls KS2 (Y3 - Y6)**

- Grey pinafore dress, skirt or trousers

## Lipson Vale Primary School - Uniform Policy

- White shirt (not polo style), short or long sleeved with school tie
- Dark green jumper or cardigan with logo
- Green check dress for summer or grey shorts
- White socks or dark tights
- Black shoes
- Baseball cap or legionnaire cap for the summer

### Boys KS2 (Y3 - Y6)

- Grey trousers
- Grey shorts for the summer
- White shirt (not polo style), short or long sleeved with school tie
- Dark green jumper with logo
- White, black, grey or blue socks
- Black shoes
- Baseball cap or legionnaire cap for summer

Please note, in very hot weather, the head teacher will allow children to remove their ties and undo top buttons or wear a polo shirt.

### P.E. Kit

P.E. kits should be stored in a named drawstring bag (plastic carrier bags are dangerous and unsuitable). Parents are asked to ensure that children have full kit available in school throughout the week, not just on PE days.

### All children

- White cotton P.E. t-shirt - logo optional
- Navy/black P.E. shorts
- Black plimsolls or appropriate *dark coloured* trainers (see section 9)

### Yr2-Yr6

Dark coloured tracksuits on cold days.

### Football clubs

All children attending football clubs require football boots (for outdoor use only) shin pads, football socks and some kind of football shirt.

### 11. Buying uniform

## **Lipson Vale Primary School - Uniform Policy**

All uniform can be obtained from The School Uniform Shop (105 Mayflower St, Plymouth PL1 1SD 01752 252025), nonspecific items such as shirts, skirts and trousers can be purchased from general suppliers.

### **Mufti-days**

Whilst we recognise that every child is an individual it is still deemed necessary for appropriate clothing and footwear to be worn on such days allowing children to take part safely in all activities, indoors and outside.

### **Monitoring and review**

The governing body will review the school uniform policy through a governors Committee by:

- Formally reviewing the policy every two years
- Seeking the views of all of the stakeholders to make sure that the stakeholders agree with and support this policy
- Requiring the head teacher to report to the governors on the way this policy has been implemented

And in the interim:

- Considering, with the head teacher any requests from parents for individual children to have special dispensations

### **Links to other policies**

- Health and safety
- Healthy schools
- Equality and diversity
- Home School Agreement

This policy was written in consultation with the Plymouth City Council, Lipson Vale Primary School governors, staff, parents and pupils. The policy can be made available in other languages and print size upon request.

## **B. Standards of Dress for Staff**

### **1. Introduction**

The framework for the standards of dress for staff have been set out by Plymouth City Council and are adhered to in this policy.

## Lipson Vale Primary School - Uniform Policy

This policy details the required standards of dress and appearance by all staff employed at Lipson Vale Primary School. It is important to recognise that every employee is an ambassador of the school and their appearance is important to the identity of the school.

### 2. Identification Badges

Identification badges should be worn at all times whilst on school grounds and when representing the school off site.

### 3. Appropriate and inappropriate clothing

All staff working at the school are expected to present a high standard of dress and appearance that is appropriate to their position of work. All staff are dealing with the public and therefore, the image they present is very important in inspiring confidence about our ability to deliver a quality service.

Whilst not intending to be gender specific there are inevitably differences in the clothing worn between males and females.

It is recommended that male members of staff wear a shirt and tie with smart trousers and shoes. A suit jacket is optional and smart sweaters etc are also acceptable.

Female staff should wear smart skirts, dresses or trousers (full length or  $\frac{3}{4}$  length) with blouses or other fitted tops. Jackets or cardigans may also be worn. These should be accompanied by shoes or sandals (but not a casual flip flop style) which conform to health and safety considerations.

Clothing **not** considered suitable includes casual wear such as jeans, corduroy trousers, combat style trousers, shorts, sleeveless t-shirts or those with slogans on them, trainers or flip flop type footwear.

Clothing which is low cut or shows the midriff or back or exposes underwear is also classed as unsuitable for the standards expected by school.

In warm summer weather male staff may, at the discretion of the head teacher, wear smart polo shirts without a tie and / or tailored shorts.

Staff working in Foundation are provided with a green polo shirt with the school logo on it to wear with appropriate clothing of their own.

### Extremes in fashion

The following are just some of the extremes in fashion that would be deemed unsuitable for the standards expected by the school, this list is not exhaustive and others may apply:

- make-up, if worn over a moderate level
- jewellery that is excessive
- untidy/brightly coloured hair - The dying of hair to an un-natural colour i.e. pink, green
- Tattoos wherever possible should be covered up.

# Lipson Vale Primary School - Uniform Policy

## Practicality Exemptions

Staff are expected to dress according to their role at the school. Those who work in laboratories and practical rooms should present a smart appearance (as above) with appropriate protective clothing when necessary.

Staff are also expected to dress appropriately for activities such as PE. In accordance with the current PE policy teachers are required to wear clothing for PE which allows them to carry out physical demonstrations of skills and is appropriate to the weather and terrain (e.g. school field, playground or hall). Staff are asked to change into and out of sports clothing during the nearest convenient break to the lesson.

Caretaking and Cleaning staff should dress according to the needs of the position with the addition of the approved overalls and protective clothing given for that role.

Mealtime Assistants should present a smart but practical appearance, although they are very likely to be wearing appropriate protective and regulated hygiene clothing for much of the time.

## 4. Uniforms

If staff are provided with uniform or protective clothing this should be worn at all times or as instructed. If uniforms or protective clothing becomes dated or worn it should be replaced, it is the employee's responsibility to raise this as and when it occurs.

## 5. High Profile Situations

In high profile situations such as media interviews, meetings with outside officials and agencies, all staff should adopt a smart business-like style standard of dress unless advised differently or authorised by the head teacher.

## 6. Personal Hygiene

In order to portray the correct image of the school, staff should be well groomed in terms of hygiene at all times whilst at work.

## 7. Variation of Policy due to Religion/Culture

This policy is flexible and due account is taken of religious/cultural beliefs or life-style choices. In these cases requests should be directed to the head teacher, stating the variation required and discretion will be applied to each individual case.

## **8. Implementing the 'standards of dress for pupils' policy**

It is important that staff focus on the positive aspects of a child's dress and reinforces the correct behaviours that a child displays. Our ethos, **look smart**, is important. We aim to help the children understand the ways in which they can look smart so that over time, the positive request to '**look smart**' can replace more directive and critical phrases (to be avoided) such as 'tuck your shirt in'.

Staff should be aware of the sanctions the school uses with children who attend school wearing inappropriate uniform (see section 5 on page 5) and where appropriate should be familiar with information regarding religious beliefs and clothing when planning P.E., trips and drama activities (see Appendix A).

## **Appendix A**

### **Buddhism**

In general, there are no religious requirements for everyday dress for Buddhists.

### **Christianity**

For the majority of Christians there are no particular dress requirements. In some Christian sects, such as the Plymouth Brethren, women and girls are expected to wear headscarves and modest clothing.

### **Hinduism**

In general, it is not considered acceptable for a Hindu woman to have uncovered legs.

### **Judaism**

Dress requirements vary with orthodoxy. For more orthodox Jews, women and children are expected to keep the body covered and married women cover their hair. Boys and men often wear a skull cap.

### **Islam**

Young women beyond puberty wear full clothing so that they may avoid unnecessary attention. Appropriate dress includes a salwar kammez or jilbaab with a headscarf (a niqaab is not needed in school). Men are expected to be covered from waist to knee in public. Muslim men may also choose to wear a cap but this is not a compulsory religious requirement.

### **Sikhism**

In general, it is required that the body is covered. All initiated Sikhs wear the five 'K' symbols. Male Sikhs wear a turban, the removal of which is unacceptable.

### **Rastafarian**

Rastafarian women dress modestly. There is a taboo on wearing second hand clothing and therefore children may be unwilling to wear borrowed clothing for P.E. etc.