



Cabot
Learning
Federation



Uniform
Policy

September 2024

Uniform Policy

Creation Date	October 2022
Implementation Date	October 2022
Review Frequency	Annually
Last Reviewed	September 2024
Approval	Full Academy Council
DfE Status	Non-statutory

Table of Contents

Contents

History of most recent policy changes.....	3
Equality Impact Screening	4
1.0 Legislative Compliance.....	5
1.1 Links to other policies	5
2.0 Introduction	5
3.0 Aims:	6
4.0 Our uniform:	6
4.1 Our official uniform suppliers are:.....	6
4.2 Lower School (Years R – 4).....	7
4.3 Middle School (Years 5 – 8).....	7
4.4 Upper School (Years 9 -11)	8
5.0 P.E. Kit List.....	8
5.1 Reception – Year 6	8
5.2 Years 7 – 11	9
6.0 Additional Information	10
6.1 Make up	10
6.3 School bags	10
6.4 Waterproof Jackets.....	10
6.5 Jewellery	11
6.6 Religion and Belief	11
7.0 Non-compliance	11
8.0 Staff Dress Code	11

History of most recent policy changes

Date	Page	Change	Origin of Change (e.g. TU request, Change in legislation)	Actioned By
17/10/2022	Whole Document	Creation of new policy following review of existing policies		Simon White (Vice Principal)
19/07/2024	Whole document	Review of policy, including following the adoption of the 'Halo code' and addition of Equalities and Inclusion assessment	Equalities and Inclusion review of policy	Simon White (Vice Principal) Hannah Briden (AAP for EDI)
20/08/2024	Whole document	Updated contact information for Monkhouse; clarification on uniform expectations (4.3, 6.1, 6.4, 6.5)	Annual Review	Emma Watts (Assistant Principal)

Equality Impact Screening

Date of screening: September 2024						
Name of person completing screening:						
	Does this policy have the potential to impact on people in any of the identified groups?		What is the expected impact of this policy on any of the identified groups			Notes
	Yes	No	Positive	Neutral	Negative	
Age	✓			✓		
Disability	✓			✓		
Gender Reassignment	✓		✓			
Race or Ethnicity	✓		✓			
Religion or Belief	✓		✓			
Marriage	✓			✓		
Pregnancy/ Maternity	✓			✓		
Sex	✓			✓		
Sexual Orientation	✓			✓		
Carers / in-care	✓			✓		
Should the policy have a Full Equalities Impact Assessment? Yes / No (please detail reasons below)						
<p>Additions to the policy for this year aim to have a positive impact on students from different cultural and religious backgrounds. For example, the school has now signed up to the 'Halo Code', an alliance of organisations that work together to tackle hair discrimination. Our uniform has been designed with gender-neutral options and affordable alternatives to branded items.</p>						

1.0 Legislative Compliance

This policy has been written as guidance for staff, parents or carers and young people with reference to the following guidance and documents. This policy should also be read in conjunction with:

- DFE non-statutory guidance – School uniforms, 19th November 2021
- DFE statutory guidance – Cost of school uniforms, 19th November 2021

1.1 Links to other policies

This Policy should be taken in conjunction with the following King's Oak Academy policies:

- Behaviour Policy

2.0 Introduction

The DFE guidance on school uniforms states that:

"It is for the governing board of a school to decide:

- *rules around appearance*
- *whether there should be a school uniform policy and if so, what that should be*
- *how the uniform should be sourced*

We strongly encourage schools to have a uniform as it can play a key role in:

- *promoting the ethos of a school*
- *providing a sense of belonging and identity*
- *setting an appropriate tone for education"*

Our School Uniform is important to us. It is one way which helps us show that we all belong together and that we are dressed ready to learn. It promotes a strong, cohesive school identity which supports high standards and expectations in all areas of school life. It is also about preparing children for the future when there will be expectations about what is suitable to wear and how to present ourselves. It promotes harmony between different groups represented in the school. Smartness and high standards of appearance are expected at all times. It is our policy that all children should wear school uniform when attending school, or when participating in a school-organised event outside normal school hours. We provide a complete list of the items needed for school uniform in this policy and on our website.

3.0 Aims:

This policy is based on the notion that a school uniform:

- Promotes a sense of identity and pride in being part of the school
- Gives a feeling of community and belonging
- Is practical, comfortable and smart
- Is not distracting in class
- Makes children feel equal to their peers in terms of appearance
- Is regarded as suitable, and good value for money, by most parents
- Has been designed with health and safety in mind

4.0 Our uniform:

Our school uniform is compulsory for all pupils attending King's Oak Academy. To promote a sense of community and belonging, all children are expected to wear a navy-blue jumper/cardigan with the King's Oak Academy school logo. This item of clothing can be purchased from our online supplier. Alternatively, iron-on logo badges can be purchased from the school office and applied to a plain, unbranded jumper. Parents can also purchase additional items of uniform online from our supplier. If parents/carers wish to buy jumpers/cardigans, polo shirts or t-shirts (without the school logo) from other retailers, these items must be totally plain and match the colour of the school uniform.

4.1 Our official uniform suppliers ~~are~~:

Monkhouse Schoolwear Specialists

Unit 1 Simmonds View
Stoke Gifford
BS34 8HR

Telephone: 0117 962 0011

Email address: stokegifford@monkhouse.com

Opening hours: 09:00 – 17:00 Monday to Saturday; 10:00 – 16:00 Sunday

Their website (<http://www.monkhouse.com>) is open for parents to use 24/7 and their dedicated customer service team are happy to help with any queries:

Tel: 0161 476 7216

08:30~~am~~ – 5~~17~~:00~~pm~~ Monday to Friday

Closed Saturday & Sunday

Email: web@monkhouse.com

4.2 Lower School (Years R – 4)



Jade – King’s Oak Academy / plain polo shirt with optional KOA iron on badge.



Navy round neck sweatshirt or cardigan with optional King’s Oak Academy iron on badge.

- Jade green checked summer dress (optional)
- Charcoal Grey Trousers
- Charcoal Grey Shorts
- Pleat Grey Skirt
- White / Grey / Black Socks
- White / Grey / Black Tights
- Plain Black Trainers / Black Shoes

4.3 Middle School (Years 5 – 8)



Sky Blue – King’s Oak Academy / plain polo shirt with King’s Oak Academy Iron on logo.



Navy round neck sweatshirt or cardigan with optional King’s Oak Academy iron on badge.

- Charcoal Grey Trousers
- Charcoal Grey Shorts
- Pleat Grey Skirt (Year 5/6 only)
- Pleat Monkhouse Skirt (this is the only skirt permitted in Years 7/8)
- ~~Pleat Monkhouse skirt only~~
- White / Grey / Black Socks
- White / Grey / Black Tights
- Plain Black Trainers / Black Shoes

4.4 Upper School (Years 9 -11)



Royal Blue – King’s Oak Academy / plain polo shirt with optional KOA iron on badge



Navy round neck sweatshirt or cardigan with optional King’s Oak Academy iron on badge.

- Charcoal Grey Trousers
- Charcoal Grey Shorts
- Pleat Monkhouse Skirt only
- White / Grey / Black Socks
- White / Grey / Black Tights
- Plain Black Trainers / Black Shoes

5.0 P.E. Kit List

The kit outlined is the only PE kit that students are allowed to wear. Any items not on the list will be deemed as inappropriate. The following kit consists of some specialised KOA items which can be purchased from Monkhouse Schoolwear Specialists - <http://www.monkhouse.com>

5.1 Reception – Year 6

- King’s Oak Academy Blue King’s Oak PE T-shirt
- King’s Oak Academy Blue King’s Oak Hoody
- Black shorts or joggers/leggings
- Trainers



King’s Oak Academy PE T-shirt



King’s Oak Academy Hoody

5.2 Years 7 – 11

- Trainers of any colour, with non-marking soles (not canvas/daps, Vans, Converse)
- King's Oak Academy royal blue and white PE polo shirt
- King's Oak Academy navy and white long sleeve training top – *optional*
- King's Oak Academy royal blue and white reversible rugby shirt – *optional*
- King's Oak Academy navy PE shorts *
- King's Oak Academy navy PE skirt *
- King's Oak Academy navy academy leggings*
- King's Oak Academy navy slim training trousers *
- Royal blue football socks
- White sports socks
- Football boots (rugby/football)
- Gum shield
- Shin pads for rugby/hockey/football

*only one item is required.

Please be mindful PE takes place outdoors throughout the year.

Please Note: Any Dance show / Sports Tour / Trip clothing will not be permitted to be worn during PE lessons (but will be allowed in after school clubs).



King's Oak Academy Unisex PE Polo Shirt



King's Oak Academy Fitted PE Polo Shirt



King's Oak Academy royal blue and white reversible rugby shirt



King's Oak Academy PE 1/4 Zip Top



King's Oak Academy navy PE shorts



King's Oak Academy navy PE skirt



King's Oak Academy navy slim training trousers



King's Oak Academy navy leggings

6.0 Additional Information

6.1 Make up

The school discourages the wearing of any make up including nail varnish. If make up is worn, then it must be of a very discrete nature. Acrylic nails should not be worn at any time.

6.2 Hair styles

King's Oak Academy is part of the 'Halo code', an alliance of organisations that work together to tackle hair discrimination. Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance. We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps. At this school, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed.

For Health and Safety reasons, and to support the general values of the School, the School expects students to have reasonable hairstyles and colours. If the Principal, or a member of staff acting for the principal, considers a student's hair style to be unreasonable, then the student will be asked to rectify the matter. Where a headscarf, hijab, durag or head wrap is worn, these should be either navy blue, black or charcoal grey.

6.3 School bags

All students should bring a 'School Bag' to school every day. A 'School Bag' is defined by the Academy as a bag which is suitable to carry books of up to A4 size, basic equipment and kit for other subjects. Typically, children in Lower School carry a book bag and children in Middle and Upper School carry small, waterproof rucksacks.

6.4 Jackets

We encourage all students to bring a waterproof coat or jacket, to school. No hoodies are permitted in school at any time, with the exception of the Primary Phase PE Uniform worn during PE sessions, and academy-approved, end-of Key Stage celebration hoodies worn during Term 6. Any other hoodies brought into the academy will be removed and stored in Lower, Middle or Upper School Reception.

6.5 Jewellery

Small studs may be worn in the ears, one small nose stud and a watch. Apart from this, no other jewellery may be worn. This includes rings, neck chains and other facial piercings.

During PE lessons, in accordance with Association for PE (AfPE) and Health and Safety guidance, all piercings must be removed in order for children to participate in PE. The AfPE guidance is shared below:

2.14.7 Schools have a duty of care to ensure students are able to participate actively without unnecessarily endangering themselves or those working around them.

2.14.8 A clear and consistently applied policy for the removal of personal effects should be in place. The Association for Physical Education (AfPE) strongly recommends the practice of removing all personal effects at the commencement of every lesson to establish a safe working environment. This applies to all ear and body piercings, including retainer and expander earrings

If your child is unable to remove their jewellery independently at school, this will need to be removed prior to attending school on the day of their PE lesson. Children are responsible for their own jewellery if they are removed in school.

Children will not be permitted to tape any jewellery. The Association for PE issued advice that supports our policy that the taping of jewellery “creates a perception of safety and is not recommended.”

Children who recently have new piercings should submit a letter to their PE teacher to confirm the expected healing completion time. If this is the case, your child will still be expected to participate in PE lessons through coaching or umpiring roles and wear their full KOA PE uniform.

6.6 Religion and Belief

Some religions and beliefs require their adherents to conform to a particular dress code or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head.

All students have the right to manifest a religion or belief and the Academy will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising school policies, such as Health and Safety or behaviour.

7.0 Non-compliance

We take a mindful and considerate approach to resolving situations where a student is not compliant with the uniform policy. As a first step, we will contact parents or carers to try to resolve the situation. If financial hardship is a factor in non-compliance, we will try to support where possible to ensure that items of uniform can be provided. In cases where there is a short-term uniform issue, students will be provided either with a temporary replacement item, or a note to explain the situation. Where uniform non-compliance is a result of wilful disregard of the policy, we will follow our behaviour policy, this may include the student being educated separately from their peers for a period of time whilst uniform is rectified.

8.0 Staff Dress Code

King's Oak Academy has high expectations of our students not just in terms of their educational achievements but also in respect of their behaviour and personal presentation. We expect all staff to reflect these high standards by presenting a positive and professional image to students, parents and other stakeholders. We recognise that there may be a diversity of cultures and religions represented amongst the staff of the academy and will take a sensitive and respectful approach when this affects dress requirements. Priority will, however, be given to health and safety, the education and wellbeing of pupils and other similar considerations.

Staff in the academy are expected to wear appropriate attire for their role. Clothing must not be provocative or offensive and should be free from any political or otherwise contentious slogans or logos. Staff dress must comply with health and safety requirements and must not place them or others at increased risk. Final decisions about the appropriateness of dress in any individual case are ultimately at the discretion of the Principal.